

The American Labor Legislation Review

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Vol. XIII

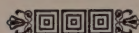
DECEMBER, 1923

No. 4

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The AMERICAN LABOR LEGISLATION REVIEW is published quarterly by the American Association for Labor Legislation, 131 East 23rd St., New York, N. Y. The price is \$1 a single copy, or \$3 a year in advance. Annual subscription includes individual membership in the Association. Entered as second-class matter February 20, 1911, at the post office at New York, N. Y., under the Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3 1917, authorized on July 13, 1918.

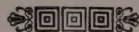


“Humanitarian Side of Government Should Be Cultivated”

“OUR National Government is not doing as much as it legitimately can do to promote the welfare of the people. Our enormous material wealth, our institutions, our whole form of society, cannot be considered fully successful until their benefits reach the merit of every individual. This is not a suggestion that the Government should, or could, assume for the people the inevitable burdens of existence.

“There is no method by which we can either be relieved of the results of our own folly or be guaranteed a successful life. There is an inescapable personal responsibility for the development of character, of industry, of thrift, and of self-control. These do not come from the Government, but from the people themselves.

“But the Government can and should always be expressive of steadfast determination, always vigilant, to maintain conditions under which these virtues are most likely to develop and secure recognition and reward. This is the American policy. * * * The humanitarian side of government should not be repressed, but should be cultivated.”—*PRESIDENT COOLIDGE, in Message to Congress, December 6, 1923.*



"On the Calendar"

THE New Year opens auspiciously for continued advances in protective labor legislation. The results of 1923 in legislative bodies show a hopeful trend away from post-war reaction. A spirit of "catching up with progress" was manifested in many of the states during the past year that should prove a wholesome influence upon the work of 1924.

Issues calling for immediate action were outlined, discussed and formulated at the Seventeenth Annual Meeting of the American Association for Labor Legislation, held in Washington, D. C., December 27 to 29. A national-state program for the prevention of coal mine accidents; the economic and judicial justification for protective labor legislation, with emphasis upon the consequences of recent five-to-four decisions of the United States Supreme Court; plans for stabilizing employment, including advance planning of public works and unemployment compensation; further extension and liberalization of accident compensation laws; increased provision for maternity protection; old age pension legislation, and abolition of the seven-day week in industry—all these subjects were discussed by eminent authorities. The addresses will appear in early issues of this REVIEW. Meanwhile, the results of the meeting are certain to lend added impetus to the educational and legislative campaigns now under way.

The new Congress will be called upon to adopt promptly two important proposals of the Association for Labor Legislation—the well-considered Fitzgerald-Jones accident compensation bill, reintroduced December 5, to provide protection adequately and economically for private

employees in the District of Columbia, and legislation to establish a federal policy of long-range planning of public works as an aid in combatting unemployment. Another measure on which Congress must act at once is the reenactment for another four-year period of the appropriations for the vocational rehabilitation of industrial cripples.

In New York state a vigorous campaign will be made for the adoption of an amendment to the workmen's compensation law to reduce the "waiting period," immediately after an injury for which no compensation is paid, from fourteen to seven days.

These and other legislative issues up for action at the beginning of the New Year are presented in brief and informing articles elsewhere in this number of the REVIEW.

The past year's output of labor legislation among the states shows encouraging gains in advancing social insurance and in strengthening existing workmen's compensation laws in the direction of the Association's "Standards." Detailed analysis of the 1923 labor laws is published in this REVIEW, being the fifteenth consecutive annual summary of the new laws in our field.

In the international field, the end of September, 1924, will be an especially important conference week in Europe. At that time there will be regular sessions of the International Association for Labor Legislation and the International Association on Unemployment as well as the special International Congress on Social Problems. Members of our Association who may be able to attend these important international conferences should notify our office as early as possible.

JOHN B. ANDREWS, *Secretary*
American Association for Labor Legislation.

Legislative Notes

IMPORTANT and timely issues on the program of the **Seventeenth Annual Meeting of the American Association for Labor Legislation**, Washington, D. C., December 27-29, included judicial and economic justification of labor legislation, a program for prevention of coal mine accidents, accident compensation, maternity protection, old age pensions, weekly rest day and stabilizing employment.



A **BILL** will be introduced in Congress, with the approval of the President, providing for the re-enactment for another four-year period of the existing federal act for **vocational rehabilitation of industrial cripples**.



"**WORKMEN's compensation**," says the *World's Work*, "is perhaps the best illustration there is of the practical acceptance of the doctrine of social responsibility."



ROBERT H. TUCKER of Washington and Lee University, formerly chairman of the Virginia Industrial Commission, has contributed a thoughtful article to the *South Atlantic Quarterly* for April, 1923, on the "Social Aspects of Workmen's Compensation Laws"—a much needed piece of missionary work in further popularizing **accident compensation legislation** in the South where are found the only states, six of them, still remaining without the benefits of workmen's compensation. And, of course, the District of Columbia, by disgrace of Congress.



JANUARY 16, 1924, was designated by Governor Smith of New York as "**Industrial Safety Day**," as a feature of a state-wide campaign to reduce accidents conducted under the auspices of the department of labor. The American Association for Labor Legislation is cooperating in the campaign.



AN appeal to employers to uphold the state **minimum wage law** for women, despite the adverse opinion of the United States Supreme Court nullifying the minimum wage law for the District of Columbia, is made in a resolution recently adopted by the Manufacturers and Merchants Association of Oregon, pledging to the Industrial Welfare Commission their support and cooperation in maintaining the present status of the Oregon law. The resolution states that "We will use every effort to discourage anyone from testing the validity of the law in the courts, and will also use every effort to prevent the repeal of the law by the legislature, should such a thing be attempted, and as an evidence of our sincerity we hereby pledge ourselves to be governed in the future as we have in the past by the rulings of the Industrial Welfare Commission."

THE secretary of the American Association for Labor Legislation addressed the coal conference of the American Academy of Political and Social Science in Philadelphia, November 16, on **needless hazards in the coal industry**.

◇

A VERDICT of guilty was rendered by a jury in the supreme court of Massachusetts in the case of the state against the Boston *Transcript*. The *Transcript* refused to publish the minimum wage commission's advertisement of a firm failing to comply with a **minimum wage decree**. The newspaper was fined \$100 in the lower court and the judgment is now affirmed by the superior court. The case will go to the supreme judicial court as a test of the constitutionality of that section of the minimum wage law which requires newspapers to publish the commission's notices of firms refusing to comply with wage decrees.

◇

PLEAS were made for better uniformity in requirements of **medical services under workmen's compensation** at the recent meeting in Buffalo of the American Association of Industrial Physicians and Surgeons.

◇

ADMITTING that the recent adoption of an unemployment insurance fund by the clothing industry in Chicago "emphasizes the demand for protection," the *National Underwriter* says that commercial insurance is searching for a scientific basis upon which **unemployment insurance** may safely be written but that "one of the fundamental difficulties is the complete absence of reliable data." With the adoption throughout industry of unemployment insurance such "reliable data" will be forthcoming, just as accident data became available following the general adoption of workmen's compensation laws.

◇

MRS. MARIE BANKHEAD OWEN, workmen's compensation commissioner of Alabama, in the first quadrennial report of her office, has made a number of important recommendations for the improvement of the **workmen's compensation law**, following four years of practical experience since its adoption in 1919. In addition to liberalizing the cash payments and medical care under the act, Commissioner Owen urges that the benefits should be extended to cover occupational diseases; that the waiting period be reduced from fourteen to seven days; that non-resident alien widows and orphans in fatal cases be brought within the protection of the law; and that a workmen's compensation commission, appointed for a six-year term—instead of a single commissioner—should be created for the administration of the law. The report contains an informing discussion of state funds for accident insurance.

◇

A COMMITTEE has recently been appointed by the governor of Indiana to investigate poorhouses with a view to **old age pension** legislation. The committee, which was provided for in a resolution adopted by the last legislature, is headed by Frank E. Hering of the Fraternal Order of Eagles who has taken an active part in recent legislative campaigns for old age assistance

laws. Miss Esther Kathleen O'Keeffe, the only woman on the committee, has for years been interested in social welfare work.



MISREPRESENTATION by the press and opposition of business interests are credited with the defeat of **old age pension legislation** in the Ohio election, November 6. About 400,000 voters favored the measure out of a total of some 1,100,000 votes cast thereon, which was only half of the total voting strength of the state. The proposed law carried in three counties and in many townships. Thomas J. Donnelly, secretary-treasurer of the state federation of labor, said that "the result of the balloting should prove extremely encouraging to labor and other advocates of state old age pensions. Old age pensions are, judging by the vote cast, just ahead."



A **BILL for old age pensions** has been introduced in the Massachusetts legislature by Representative Richard M. Walsh.



A **SPECIAL** committee of the Missouri state federation of labor has agreed upon a workmen's compensation bill which provides for an **exclusive state fund**.



"**THE** shame of Missouri" in continuing without a workmen's compensation law was recently further augmented by an opinion of the attorney general holding invalid an **accident reporting law**.



THE assistant secretary of the American Association for Labor Legislation is serving as chairman of the **legislative committee** of the New York League of Women Voters.



AMENDMENT of the compensation law to provide an **exclusive state fund** for workmen's accident insurance is a foremost demand on the 1924 legislative program of the New York State Federation of Labor.



THE next convention of the **Pan-American Federation of Labor**, to be held early in December, 1924, will meet in Mexico City.



IN Maine a proposed law for a **forty-eight hour week for women**, initiated by organized labor, was defeated in a special election October 15 by a vote of 53,784 to 33,991. Two counties, Androscoggin and York, both important textile centers, and most of the cities voted favorably. The Associated Industries of the state and the Maine State Grange joined forces in opposing the measure. The state federation of labor which led the campaign for the proposed law reports that "indifference" on the part of a large section of labor and other local organizations whose programs include protective legislation, together with the use of "unlimited money" and a vigorous campaign of misrepresentation by its opponents, were largely responsible for the out-

come. At the last session of the legislature the fifty-four hour act was amended so as to restrict the working week of certain minors to forty-eight hours—an immediate gain arising out of the campaign.



BECAUSE of readjustment in the women's garment trade in Cleveland, the period of **guaranteed employment** has been temporarily reduced from forty-one to forty weeks in each year and the unemployment allowance will be 50 per cent instead of 66⅔ per cent of the minimum wage. This decision was made, November 18, by the board of referees maintained jointly by the International Ladies' Garment Workers' Union and the Cleveland Ladies' Garment Manufacturers' Association. The Cleveland garment industry was the pioneer, in 1921, in adopting an unemployment insurance fund, as described by William J. Mack in this REVIEW for March, 1922.



THE United Cloth Hat and Cap Makers of North America have recently adopted a plan of **unemployment insurance** for the industry. It calls for an increase of wages under all new contracts that will permit 1½ per cent of the payroll to be set aside in an unemployment fund. Individual workers will in addition contribute 1½ per cent of their weekly wages to the fund, which will be administered solely by the union.



SENATOR McCORMICK has introduced in Congress a **child labor amendment**, approved by many social service organizations and by organized labor which provides that the Congress shall have power to limit and to prohibit the labor of persons under 18 years of age, and power is reserved to the several states to limit and to prohibit such labor in any way which does not lessen any limitation of such labor or the extent of any prohibition thereof by Congress.



A CORONER'S jury placed the blame for the **coal mine explosion** at Glen Rogers, West Virginia, November 6, on "disregard of the vital requirements of mining laws on the part of the company's representatives in allowing the use of a dangerous electric drill not approved by the mining department."



JOHN H. PUELICHER, president of the American Bankers' Association, in an address at the recent annual meeting of the association declared that **seven-day labor should be abolished**. "There should be no seven day labor week," he said. "There should be no unduly long hours of labor, undermining the health of workers, and even where this is not true, preventing them from having proper leisure for family life, for self-improvement, for recreation." He also urged the abolition of child labor.



FORTY states have, by December, adopted legislation providing for cooperation with the federal government under the Sheppard-Towner act in **maternity and infancy care**. The only states in which the act is not yet

in operation are Connecticut, Illinois, Kansas, Louisiana, Massachusetts, Maine, Rhode Island and Vermont.



JOHN HOPKINS HALL, JR., Commissioner of Labor of Virginia, announced that an effort will be made to liberalize the benefits of the **workmen's compensation law** at the forthcoming legislative session. He favors a repeal of the existing waiting period of ten days and the inclusion of occupational diseases under the compensation act.



WAGE boards under the **minimum wage act** have been formed for seventeen different occupations in Massachusetts employing women and girls.



"IN the appropriation of approximately \$250,000,000 for the construction of roads, bridges and local improvements, and aid in the development of railroads and other enterprises," says the New York *Evening Mail*, "Great Britain has taken a sound step toward the amelioration of its distressing unemployment situation. * * * The policy of undertaking needed **public works** at a time when private industry is in a slump is one well worth imitation by any country."



A MEMORANDUM on legislation issued by the Trades and Labor Congress of Canada, January, 1923, urges adoption of an **unemployment insurance** fund "obtained by assessments on industry in a similar manner to that adopted with provincial compensation funds" for accident insurance. It also demands old-age pension legislation.



A **WORKMEN's** compensation act applicable throughout the whole of **British India** was approved by the Governor General March 5 and will go into effect July 1, 1924.



AT the eleventh annual meeting of the **International Association of Public Employment Services** held at Toronto, September 7, E. J. Henning, assistant secretary of labor of the United States, was elected president, and Marion Findlay of the Department of Labour of Canada was elected secretary-treasurer.



A COMMITTEE of the **International Association of Public Employment Services** has been authorized to meet with a committee of the **International Association of Government Labor Officials** of the United States and Canada with a view to formulating a basis for the amalgamation of the two associations which are at present engaged in allied activities. The next annual meeting of both bodies will be held in Chicago in May, 1924.

THE American Association for Labor Legislation is cooperating with the Committee on Law Enforcement of the Consumers' League of New York in making a survey of the **enforcement of labor laws** of the state, particularly those covering women and children.



IN Pennsylvania the **Old Age Assistance Commission** is working out the various forms and blanks for the inauguration of the old age pension law. Although the initial appropriation was small, the commission has nevertheless decided to set aside about half of its present funds for the actual payment of pensions to the aged. Governor Pinchot has appointed James H. Maurer, president of the state federation of labor, as chairman of the commission, and Abraham Epstein, author of "Facing Old Age," as executive secretary.



RESOLUTIONS adopted by the National Consumers' League called for a committee to investigate the advisability of **limiting the powers of the United States Supreme Court** and methods for such limitation; favor an amendment to the constitution permitting a federal law against **child labor**; urge action against **industrial poisons** and **injurious conditions for workers in dry-cleaning establishments**.



PROF. JOHN R. COMMONS was elected president of the **National Consumers' League** at its annual convention in New York City November 8. Mrs. Florence Kelley was re-elected general secretary.



A RESOLUTION adopted at the recent annual meeting of the National Consumers' League favors adoption of **unemployment insurance legislation** as embodied in the Huber bill in Wisconsin.



DR. S. JOSEPHINE BAKER, formerly director of the bureau of child hygiene of the New York City health department, has been appointed **consulting director in maternity, infancy and child hygiene** of the federal Children's Bureau.



MEDICAL aid of the same sort for every man regardless of his economic status will be the next forward step of the **medical profession** in the United States, declared Dr. Ray Lyman Wilbur, president of the American Medical Association and president of Leland Stanford University in an address at the Tri-State Medical Association convention recently in Des Moines. "If doctors could apply all they know to all the people," he said, "not only would life be prolonged and human happiness increased, but the whole aspect and order of life would be altered."



A COMMISSION of the Illinois Miners' Union which has been studying the need for **old age pensions** will submit a favorable report to the next convention of the union in March. The commission found that there are 4,587

men sixty years of age and older working in the coal mines of Illinois. Most of them have been working in the pits here and in England since early childhood. In addition to a union pension for members over sixty, the report will demand a state law providing old age assistance for all aged workers.



At the November session of the British Parliament the **workmen's compensation** law of 1906 was liberalized as to benefits payable to the injured and the "waiting period" was reduced to three days.



DEPENDENTS of the 27 coal miners who were killed by an explosion in the Glen Rogers mine of the Raleigh-Wyoming Coal Company, Berkeley, West Virginia, November 6, are assured of prompt and full payment of compensation benefits since in this state **accident insurance** is carried in an exclusive state fund.



MARGARET BONDFIELD has been elected **Chairman of the General Council of the Trades Union Congress** in Great Britain. She is the first woman to be made head of the labor movement. And, to add to her eminence, she was made a member of Parliament in the recent elections, and is mentioned for an important post in case Labor takes over the government.



A RECENT report by the National Industrial Conference Board, discussing favorably the plans for **unemployment insurance** adopted in this country by a number of employers, says: "American industry is able and probably willing to bear the responsibility of whatever unemployment measures may be adopted, independent of any federal or state legislation." This authoritative assurance of the **ability** of American industry to assume its responsibility will doubtless lead many discerning students of workmen's insurance to prepare to note the prompt establishment of unemployment insurance funds by the 300,000 manufacturers concerned in the United States.



DR. LELAND E. COFER, director of the Division of Public Hygiene of the New York State Department of Health, in an address at the twelfth annual safety congress of the National Safety Council at Buffalo recently, announced that an intensive **study of industrial diseases and accidents** is to be undertaken by his department based upon data affecting 1,225,000 workers engaged in the 70,000 or more industrial plants in the state.



THE League of Women Voters of Alabama is actively engaged in a campaign for an **eight-hour day and forty-eight hour week for women** in the industries of that state.



LILLIAN D. WALD, founder of the Henry Street Settlement, was recently presented with a "**Service Medal**" by the Rotary Club, New York City—

the first awarded by the club which has decided to confer the honor upon those in the city "who have given unselfishly of themselves in outstanding service to humanity." Miss Wald is a vice-president of the American Association for Labor Legislation.



THE legislative program adopted in 1923 by the joint labor legislative board of Illinois includes **old age pensions, one day of rest in seven for all industrial employees, and a state fund for workmen's accident insurance**, "thereby eliminating the tremendous waste in connection with the private insurance companies as well as the high premiums charged by them and their huge profits."



SEATTLE has adopted an ordinance requiring employees of the municipal street car system to take **one day's rest in seven**. It forbids a man to draw pay for more than six days' work in seven.



A REPORT of the public employment service maintained by the Michigan State Department of Labor states that in Detroit alone forty-five registered **private employment agencies** placed 15,366 workers in jobs during October and unquestionably collected from these wage-earners seeking jobs at least \$50,000 in that one month. A bill for licensing, bonding and regulating private agencies failed of passage in the last legislature. Commissioner Young says: "I believe that all employment agencies should be owned and controlled by federal and state governments working in conjunction."



PRESIDENT JOHN H. WALKER of the Illinois State Federation of Labor, speaking at services held November 13 by the United Mine Workers in memory of the 257 members of that organization who lost their lives in the **Cherry mine disaster** fourteen years ago, declared: "If the question of the amount of money that it would cost to make mining safe did not enter into the matter, and if every known precaution were taken to make the work of mining safe, these accidents could be almost entirely eliminated."



WILL J. FRENCH, member of the California Industrial Accident Commission, and **dean of accident board commissioners** in the United States and Canada, was the recipient of congratulations in September upon the twelfth anniversary of his service as state accident commissioner.



ORGANIZED labor in Maryland, it is reported, is preparing to campaign for the adoption of an **exclusive state fund** for workmen's accident insurance.



MORE than 450 former Wisconsin school teachers are receiving pensions under the **state teachers' retirement law**.



—By courtesy of the Scripps-Howard Newspaper Alliance.

No Wonder Nothin' Ever Grows

THOSE who believe in the necessity and social desirability of protective legislation to establish and maintain minimum standards of health and safety in industry, have been disturbed and shocked by the rapidly increasing number of closely divided supreme court decisions declaring such legislation unconstitutional. Not only have these adverse rulings deprived many thousands of weaker members of the community of the protection which the community had after long investigation and careful consideration supplied them, but of even greater public importance in the long run is the resulting widespread disturbance of confidence in our judicial system. It is fitting, therefore, that this body of American citizens interested in welfare measures solely from the public viewpoint should at this time thoughtfully consider the economic and judicial justification of labor legislation in this country."—*Message from THOMAS L. CHADBOURNE, president of the American Association for Labor Legislation, opening the Association's seventeenth annual meeting at Washington, D. C., December 27, 1923.*

New York Still Lags With Indefensible "Waiting Period"

(EDITOR'S NOTE: The American Association for Labor Legislation from the beginning of accident compensation legislation in America has urged the adoption of more uniform legislation and a "waiting period" of not more than seven days. New York's long "waiting period" of two weeks makes her one of the worst offenders among the states. A bill will be introduced, with strong, representative support, in the New York legislature when it meets in January, to reduce the "waiting period" to seven days.)

THERE is a "waiting period" of fourteen days immediately after the accident, for which time an injured employee receives no cash compensation whatever under the New York law—except in those comparatively rare cases where the incapacity extends beyond **seven weeks**.

Long Waiting Period Causes Hardship

Two weeks without compensation in time of accident to the breadwinner causes real hardship. Investigations show that a waiting period of two weeks causes exhaustion of savings, accrual of debts, a considerable amount of suffering, and the seeking of aid from charity.

Illustration: In a recent intensive investigation of 100 compensation cases, made by the Women's Bureau of the Labor Department of New York, it was found that in 22 cases the injured workers complained bitterly about the two weeks' waiting period. One girl after an incapacity of fifteen days received \$2.31 compensation; another whose average weekly wage was \$12 received \$16 for four weeks' total incapacity. One young girl—before she received any cash compensation under the two weeks' waiting period—was threatened with expulsion from her lodging house because she couldn't pay for board and room.

Injustices Admitted by Employers

Some employers likewise recognize the injustice of a long waiting period and pay compensation for the first two weeks, regardless of the requirements of law. There seems to be no good reason why the waiting period should not be reduced to one week.

Thirty-four Laws Have Seven Days or Less

Many states, in their first experiments with workmen's compensation, like New York adopted the fourteen day waiting period. But as a result of practical experience most laws have been amended until now there are thirty-four having a waiting

period—not of fourteen days as in New York—but of **seven days or less**. No less than forty American workmen's compensation laws have a waiting period shorter than that of New York.

Three-fifths of the Injured not Compensated

Far from providing compensation for all injured workmen, the New York law with its fourteen-day waiting period denies cash compensation to 62 per cent of all those injured in industrial accidents which statisticians consider tabulatable. Thus even totally disregarding the vast number of injuries which do not cause disability lasting beyond the day or shift of the accident, less than two out of five who are injured in the course of their duty receive any cash compensation whatever in the state of New York.

Desirability is Recognized

Other important industrial states that have reduced their waiting periods under workmen's compensation are emphatic in announcing the desirability of a waiting period of **seven days**.

Self Restraint Urged on Supreme Court in Exercising Veto Power

JOHN H. CLARKE, former associate justice of the United States Supreme Court, makes the suggestion that if the Supreme Court would refrain from holding an act of Congress unconstitutional when several of the justices conclude that it is valid, such voluntary restraint "would add greatly to the confidence of the people in the court and would very certainly increase its power for high service to the country."

"It is no new suggestion," he writes in a recent number of the *American Bar Association Journal*, "that if the court would give real and sympathetic effect to an old rule by declining to hold a statute unconstitutional whenever several of the justices conclude that it is valid—by conceding that two or more having such opinion in any case must necessarily raise a 'rational doubt'—an end would be made of five-to-four constitutional decisions and great benefit would result to our country and to the court." And he adds:

"Anyone at all acquainted with the temper of the people in this grave matter must fear that if the rule is not observed in some such manner, a greater restraint may be imposed upon the court by Congress or by the people, probably to the serious detriment of the nation."

Discriminations Against Non-resident Dependents

By JOHN B. ANDREWS

NINE years ago when the Association for Labor Legislation published its first intensive study of the operation of an American workmen's compensation act—"Three Years under the New Jersey Workmen's Compensation Law"—it made several important specific recommendations which have since been adopted by the legislature of that state. Most prominent were the creation of an administrative board, security for payment through insurance, more liberal medical attendance, a shorter waiting period and a scale of compensation based on two-thirds of wages.

Incidental to that pioneer study in New Jersey, case after case was uncovered where no accident compensation was paid to dependents of a killed workman simply because these particular dependents had not yet come to join the breadwinner in this country. For example, Harry M. was killed while working for a New Jersey coal company in 1914. His employer paid \$1 for a doctor and \$53.77 for the man's funeral expenses. That was all. The dependent widow and children in Europe received nothing because they were non-resident dependents. Following the Association's specific recommendation "in the interest of simple justice" New Jersey in 1921 abolished this discrimination.

It needs to be remembered that workmen's compensation was adopted in America on the principle that the financial loss due to occupational injuries and shortened lives should be borne by the industry as a cost of production. No American compensation law fails to furnish equality of treatment to national and foreign workers for non-fatal injuries. But the principle is violated under some of the laws by discriminations against non-resident dependents of aliens who are killed.

Under even the harsh common law, unrelieved by liability statutes, such discrimination did not exist.

Under the employers' liability statutes there was some unfortunate discrimination for a brief transition period, but these dis-

criminations, by 1911, had been wiped out as contrary to good public policy.

Came then, in that same year 1911, the first permanently effective state accident compensation law—that of New Jersey—and it made against non-resident dependents a sweeping discrimination which, however, as noted above, was completely abolished after ten years of practical experience. New Jersey's ripe experience with discrimination may be suggestive for the newer legislation of other states.

What is the situation at the moment in reference to these discriminations under the forty-five American laws which provide compensation for fatal¹ accidents? Under five laws (Alabama, Hawaii, New Mexico, Porto Rico, South Dakota) non-resident dependents are still totally excluded. In twenty-one states² claims of non-residents are still discriminated against, usually as to the relationship or number of relatives who may be eligible to benefits or as to the amount of the awards. Under eight³ of the eleven laws which make no specific mention of non-resident dependents, awards to such claimants have nevertheless been made as a result of court decisions or administrative rulings. Moreover, in New Hampshire all non-resident restrictions were removed by amendment in 1923, and in the absence of specific mention or court decisions it is presumed that Arizona and Louisiana make no discrimination. In eight states⁴ alien non-residents are specifically included in the compensation laws on the same terms as resident citizens. Thus by original statute, by legislative amendment, and by court and commission ruling there has been substantial recognition of the policy of non-discrimination.

Against the remaining discriminations it is argued:

1. Such discriminations violate the fundamental principle of workmen's compensation. The financial loss due to lives shortened by occupational injuries should be borne by the industry as a cost of production.

¹ Since the Oklahoma constitution forbids placing a limit upon indemnity in death cases, her compensation law doesn't enter into the picture here.

² Alaska, Connecticut, Colorado, Delaware, Georgia, Idaho, Kansas, Kentucky, Maine, Maryland, Montana, Nebraska, Nevada, New York, Oregon, Pennsylvania, Utah, Virginia, Washington, West Virginia, Wyoming.

³ California, Illinois, Indiana, Massachusetts, North Dakota, Rhode Island, Vermont, United States.

⁴ Iowa, Michigan, Minnesota, New Jersey, Ohio, Tennessee, Texas, Wisconsin.

2. An alien worker in this country is as eligible as a native citizen to receive compensation for his own injuries; he and his dependents should not be discriminated against when the injury is so serious as to kill him.

3. An alien worker is paid the same wage as is given to a native citizen rendering the same service to industry; his dependents who have established a standard of living based on his earnings should be accorded the same opportunity as other dependents to maintain standards threatened by his industrial death.

4. The United States Supreme Court has recently held that "compensation to dependents is only part of the general scheme of compensation" * * * and "the underlying reason * * * applies alike to all dependents * * * whether they be residents or non-residents." (*Madera Sugar Pine Co. v. Industrial Accident Commission of California.*)

5. Denying equal indemnification to alien workmen merely because their dependents live abroad is denying to them the "equal protection" of our laws.

6. Failing to provide equal compensation for non-resident dependents of alien workers may furnish to some employers a financial temptation to hire aliens and thus directly discriminate against native Americans with families residing here. Why place a premium upon the employment of foreign labor?

Throughout the world there is a growing movement to avoid discriminations against alien workers and their dependents under accident compensation laws. America, finding herself unable to enter into international treaties on the subject, should assure simple equality of treatment by abolishing as promptly as possible the discriminations which still persist under the compensation laws of some of the states.



A Model Report

THE Seventh Annual Report of the operation of the United States Employees' Compensation Act—enacted by Congress in 1916 as drafted by the Association for Labor Legislation—is now available in 131 printed pages. It covers the period right down to June 30, 1923, and for intelligent presentation of the information one most wishes to have about workmen's compensation experience—including occupational disease—we heartily commend it as a model.

Accident Compensation Bill Again up to Congress

By IRENE SYLVESTER CHUBB

REPRESENTATIVE FITZGERALD and Senator Jones on December 5 reintroduced in Congress a bill (H. R. 487; S. B. 488) to provide workmen's accident compensation for wage-earners in private employment in the District of Columbia.

In the last Congress this measure failed of passage, although after full public hearings it received a strongly favorable committee report.

The District of Columbia is the most benighted spot in the United States in the treatment afforded to the victims of industrial accidents. Recent investigations have shown that of over one hundred accident cases, not one worker who was seriously injured received adequate recompense. Insurance adjusters offered them \$25 for a broken leg or \$800 for a life; more often nothing at all.

Congress alone can relieve the plight of these workers and their dependents. Yet Congress has never given them even an employers' liability or an accident reporting law, although it has extended the full protection of accident compensation to public employees both of the federal government and of the District.

The Fitzgerald-Jones workmen's compensation bill, similar to laws in force in most of the states, will protect accident victims from the professional liability insurance adjusters and the outworn common law doctrines now holding sway in the District of Columbia. It will provide medical care and two-thirds of wages during disability to be paid out of a District-wide employers' mutual insurance fund under supervision of the United States Employees' Compensation Commission.

Congress should pass this bill without further unnecessary delay. Workers in private employments in the District—100,000 of them—need the protection of an accident compensation law quite as much as workers elsewhere. It is to be expected that the bill will again have the opposition of commercial insurance agents, but a workmen's compensation law among other things must protect workmen against insurance adjusters—something no law dictated by the private insurance interests will do. The District of Columbia has long been a dark blot on the compensation map of the United States. How much longer will Congress permit it to remain so, as a reproach to the whole nation?

Again Two Mine Disasters!

Program of Prevention

SINCE the September number of this REVIEW appeared, there have been two "major" mine tragedies due to **coal dust explosions**—one in West Virginia, November 6, in which **27 miners lost their lives**, and another in Kentucky, December 7, which **sent 9 miners to a violent death**.

In both cases it was only by mere chance that the toll of dead did not reach even more appalling figures. In the West Virginia mine only 60 miners out of a normal crew of 200 were at work when the blast occurred. And in the Kentucky mine the loss of life would have been nearly 100 except for the fortunate circumstance that most of the crew were outside the shaft at the fatal moment.

Newspapers carried again the all too familiar story of heart-rending scenes as mothers, wives and children gathered at the mine shaft to claim their dead, as "the bodies, some of them mangled, were brought one at a time to the little group at the top of the shaft."

Thirteen women are mourning the loss of husbands and forty-two children are fatherless as a result of the West Virginia disaster. They are assured prompt accident compensation since the relief in this state is payable from a State Compensation Fund.

In 1923 **265 miners have been killed** in five "major" explosions in coal mines. These tragedies followed a series of eleven "major" disasters in 1922 which caused the death of 264 men. **In ten years we have killed nearly 25,000 miners!**

How much longer shall these killings continue? ("The great explosions should not be considered to be normal occupational accidents," says the director of the federal Bureau of Mines.) When will the public insist upon removing for all time the dreaded spectre of violent death that stalks through the mines? These questions have been asked in every issue of this REVIEW for 1923. And each time, without fail, they have been answered—by the news of one or more new disasters.

Mine bureaus have existed for many years. Accident compensation laws have provided at least partial relief for those

left dependent. **But safety standards are still inadequate.** The United States Bureau of Mines has shown that many of the worst hazards of mining can be eliminated. Director Bain of the Bureau declares that "explosions can and must be prevented." Results, however, depend upon local and state action.

In order to make safety work in the mines more effective the American Association for Labor Legislation is urging the adoption of a program for strengthening protective legislation, which includes—

1. **The adoption of uniform legal minimum standards of safety;**

2. **The use underground of no explosive that is not after scientific investigation numbered among the "permissibles;" the prohibition of "shooting off the solid;" and the use of shale or approved rock dust to check the spread of coal dust explosions;**

3. **Reward careful employers and penalize the less scrupulous, by the universal adoption of schedule rating for insurance under accident compensation laws, with a further graduated penalty for cases of wilful failure to put into effect legal safety regulations;**

4. **An adequate mine inspection staff selected upon a merit basis of training and experience, fairly paid, for reasonably long tenure of office and protected from partisan interference whether political or industrial;**

5. **Greater public authority, federal and state, to procure and disseminate information, and to establish and maintain on a uniform basis reasonable minimum standards of safety.**

Widespread interest has been shown in the Association's program of prevention of needless coal mine disasters put forward during the past year with the active cooperation of the press, and after consultation with mine operators and engineers, representatives of the miners' organizations, state and federal mine inspectors, and an examination of published records. **Delay will destroy property in an essential industry and will result in needless sacrifice of human lives.**

Employers and Labor Sign Contract for Unemployment Insurance

ADOPTION of an unemployment insurance fund in the clothing industry in Chicago was commented upon in an earlier number of this REVIEW.¹ Recently the Amalgamated Clothing Workers of America and the Clothing Manufacturers of Chicago completed and signed the legal contract governing the fund which was established May 1, 1923.

Under the agreement the employees each week pay 1½ per cent of their earnings into the fund and the employers contribute an equal amount. The money is paid to a board of trustees which administers the fund. This board consists of seven members; three manufacturers, three employees and a chairman designated and agreed upon by both. The present chairman is Prof. John R. Commons of the University of Wisconsin.

Contributing employees entitled to unemployment benefits or wages (there are now more than 35,000) will receive such wages at the rate of 40 per cent of the average full time weekly wage, but in no case in excess of \$20 for each full week of unemployment, and not to exceed an amount equal to five full weekly benefits in a single year, and shall be paid only for unemployment which results from lack of work.

The employer is protected from paying twice for unemployment insurance for the benefit of workers employed by him, in the event that a law or ordinance is passed establishing a federal, state or municipal unemployment fund to which the manufacturer is compelled to make contributions. If such a law is passed the contributions of the manufacturer to the unemployment fund established by this agreement shall be reduced by the amount which the manufacturer is compelled to pay to such federal, state or municipal unemployment fund.

PREVENTION is encouraged by the agreement. A separate trust fund is set up for each manufacturer and his employees. Whenever there shall have accumulated in the fund an amount equal to the total maximum unemployment benefits which would be payable during a period of two years to all of the then contributing employees of the manufacturer, further payments by these employees and the manufacturer shall be suspended until the fund is again reduced to an amount less than the total maximum benefits which would be payable from this fund during a period of one year. The object of this article of the agreement is to prevent the accumulation of unnecessarily large reserve funds and also to afford to the manufacturer who has little unemployment a direct financial benefit because of the relatively stable employment conditions offered his workers.

Constructive discussion of this important step forward in protecting an industry against the ravages of unemployment is on the program of the seventeenth annual meeting of the American Association for Labor Legislation, Washington, December 27-29.

¹ *American Labor Legislation Review*, Vol. XIII, No. 3, September, 1923, p. 198.

"Putting the Burden of Unemployment on Industry"

NATIONWIDE interest in the establishment of an unemployment insurance fund in the Chicago clothing industry is reflected in newspaper editorial comment. A few typical expressions of approval are quoted here.

Chicago Herald and Examiner: "When the slack season of an industry brings unemployment to its workers, the whole community suffers.

"And as Chicago is one of the greatest centers of the nation's clothing industry it has a special interest in the agreement by which the manufacturers and their employees in that business plan to meet the problem of the periods of reduced demand.

"Seventy-five firms and 35,000 workers are participants in the establishment of a fund under which a 40 per cent wage—with a maximum of \$20 a week—will be paid to employees for whom there is no available work. * * * It is purely a business proposition. * * * Because it is a matter of business cooperation, it probably will contribute considerably to the shortening of the workless seasons; the employers and employees alike will have an interest in a more even distribution of the year's work * * *.

"The working of the agreement will be watched with interest, for in practically all of them, the problem of seasonal unemployment is the cause of extensive outlay for the employers, and apparently unavoidable deprivations for the workers and their families. If the plan of the clothing industry proves an effective solution—and there seems no reason to expect the contrary—it should serve as a model for many other lines of business as well."

Springfield (Mass.) Republican: "That every able-bodied person who wants to work can get work to do, for enough to live on, is a notion that may have psychological value in stimulating the indolent, but it is nevertheless an economic fallacy. * * * The Chicago enterprise, directly affecting a group as large as the population of a sizable city, is an important contribution to the working out of what may prove to be an American plan of cooperation that will tend not only to mitigate the evils of unemployment but to reduce unemployment."

Chicago Daily News: "The necessity of increased efficiency and avoidance of every kind of waste has been recognized by the union leaders. Academic preferences for another industrial system have not stood in the way of amicable cooperation in the effort to make the existing industrial system satisfactory and profitable, too, alike to employed and employers."

Chicago Evening Post: "The plan, it is said, is certain to be accepted by the large and most of the small Chicago clothing manufacturers, not so much in a spirit of 'uplift' but in the belief that it will be of healthy influence

on the industry generally. * * * Hearty cooperation between employer and employee can work out an effective means for banishing the bugaboo of unemployment."

Rochester (N. Y.) Journal: "This plan * * * follows in principle workmen's compensation, now widely accepted, putting the burden of unemployment not on those least able to bear it but on industry, which, of course, means society."

New York Evening World: "This is a constructive step to meet a serious evil growing out of the seasonal character of clothing manufacture. It is to the credit of the union that it has worked for such an agreement, and a credit to the Chicago manufacturers that the plan has been accepted. * * * It puts the burden of unemployment relief where it belongs, on the industry."

New York Times: "Although this scheme may be looked upon as experimental, experience gained in somewhat similar undertakings in Europe would indicate that it has good chances of proving successful * * *. Unemployment insurance has had a tendency to regularize employment by encouraging continuity of work."

And the *New York Times* predicts that "The plan for unemployment insurance to be tried in Chicago by the Amalgamated Clothing Workers of America and the clothing manufacturers of that city may prove an important step in social insurance in the United States."

A Prayer for the Unemployed

AT a meeting of the Industrial Christian Fellowship held recently in London to discuss the church and industry, "Woodbine Willie" (The Rev. G. A. Studdert Kennedy, M. C., chaplain to the King) offered the following prayer for the unemployed:

"O God, our Father, Whose joy is in work, give us strength of mind and body that we may share that joy with Thee. Save our multitude of unemployed from the temptations that beset them through our failure to find them work. Keep them from all loss of character, skill, and power, and from the despair that comes with constant disappointment. Console those who long to see their wives and little ones in better circumstances, and draw them to Thy Son, Who, having had no place to lay His head, can feel and understand, and grant that we, whom Thou hast so richly blessed, may never rest till we have given them beauty for ashes, the oil of joy for mourning, and the garment of praise for the spirit of heaviness. Through Christ our Lord."

Unemployment Prevention Insurance an Aid to Stabilizing Business

"The 1923 Huber Bill is Indeed both Moderate and Practical"

BY HERBERT JOHNSON

President, S. C. Johnson Company, Racine, Wisconsin

(From an article in Wisconsin Newspapers)

THE unemployment problem is peculiarly a field for industrial statesmanship; managers of industry must take the lead if a real contribution is to be made to the welfare of the workers and to the stability of industry itself.

The first step, that of reducing unemployment, has been demonstrated by experience to be a practical one, advantageous alike to industry and worker. **All that is necessary is that the gospel of unemployment prevention shall be more widely adopted by employers.**

The second step grows out of the first. If an industry or a plant finds that it cannot abolish unemployment, that it actually needs a reserve of labor, it should recognize the fact and it should be prepared to carry the necessary reserve of labor at its own expense.

The principle of payment for "readiness to serve" has been adopted by telephone, water, gas and electric companies. They make a minimum monthly charge, even though their services may not be used during the month. Just as capital is paid for its willingness to serve the public, so the workers should be paid for their readiness to serve industry.

Where industry has taken this step of paying for its labor surplus, it is the universal experience that it stimulates management to further unemployment prevention.

For example, Swift and Company after guaranteeing its stockyard employees a minimum of hours with pay weekly, successfully undertook a reduction of the unemployment time due to shipments of stock, a source of unemployment over which it had previously supposed that it could exert no influence.

In the S. C. Johnson company we have sought to stabilize our production. This required some reorganization of production, sales,

finance and personnel. With little difficulty we accomplished this with the aid of William A. Baum, a prominent industrial engineer.

We have dispensed with the theory that the fear of discharge brings out big production. We work on the basis of good will. A fair day's work is expected. We always get it. **In return we assure labor a steady income even when thrown out of employment through no fault of theirs.**

Funds are set aside regularly. **If we are compelled to lay off any of our men, they will receive from one-third to three-fourths of their usual wage beginning with the first day of unemployment, including holidays, for a maximum of 200 days in a year.** Our employees assist in administering this fund. They have twice the representation that management has.

Since the installation of this plan of insuring our employees against the hazards of unemployment, we have taken particular notice of its influence on the employees. It has improved the morale in the plants. I am getting better production to-day than I ever got before.

Unemployment prevention insurance has proved to be an investment as well as a potent and wholesome incentive upon our management.

We are compelled to plan more carefully. We do all that is possible to prevent a lay off. By preventing unemployment our company saves the insurance fund, and at the same time, we are getting superior production. What is more valuable in industry to-day than high morale, and the love for efficient workmanship!

The Huber unemployment insurance bill in Wisconsin and the Shattuck bill in Massachusetts call on all industry to cooperate on a gigantic scale. They call on the managers of industry and finance to tackle this great social menace. They urge industry to do its share.

While unemployment is primarily a problem of business organization and management, still if industry jointly shouldered the responsibility of assuring their workers steady employment the community would do much to cooperate, even in furnishing employment where industry failed.

Both bills "put it up to industry." They place the responsibility where it belongs.

The 1923 Huber bill is indeed both moderate and practical. It is not a final solution, but it starts the community thinking in the right direction. It wisely sets the amount and the duration of the

compensation payments rather low. Much lower than the Johnson plan.

Its passage will do much for industry and management. It will certainly interest the executive in the need and the wisdom of steady employment.

The bill is elastic. It permits any employer to go as far as he wishes in protecting his employees—even beyond the limits set in the bill. It merely sets a minimum. In the S. C. Johnson Company we have gone far beyond these requirements. The Huber bill allows three days' waiting period without compensation, so that industry will have time to find the unemployed another job. The Johnson Plan pays from the first day of unemployment.

Valuable service will be rendered industry by the bill. The state may not interfere any more than in a regulative capacity such as settling disputes.

This mutual insurance association will employ its own experts to assist individual employers to solve their problems. Employers will then know what employment is really costing them. It will create genuine interest and attention on the part of employers to prevent unemployment wherever humanly possible.

I believe the Huber bill will be the most potent incentive which the state could afford employers to take the initiative in stabilizing production and in preventing unemployment.

Factors in Stabilizing Employment

"THE problem of stabilized employment involves many factors, each, carrying within itself its own additional special problems. Of outstanding importance are: (1) The organization of the processes of industry toward the stabilization of production and distribution; (2) the judicious selection of labor and provision for vocational guidance; (3) the organization of vocational and technical training; (4) a national system of adequate public employment offices with provision for clearance, organized and maintained with the dignity and decency of the public schools and of as good repute with all kinds and classes of workers; (5) education of the employer, the employee, and the public to think clearly on the whole problem in constructive terms—that is of employment not merely as the absence of unemployment, but as the complete social adjustment of the individual worker in a world of work."—MARY STEWART of the United States Employment Service, in a discussion on stabilizing employment at the seventeenth annual meeting of the American Association for Labor Legislation.

Immediate Public Works Program

IN furtherance of its program for the long-range planning of public works, the American Association for Labor Legislation will be represented by several delegates January 9 in Washington at a conference of national organizations called together under the direction of the Federated American Engineering Societies to assist in bringing about the adoption of a well-considered public building policy by the federal government.

Since the failure of the last Congress to provide for advance planning of public works with respect to projects of the federal government, as embodied in the Kenyon bill, officers of the Association for Labor Legislation have co-operated in the preparation of a program of legislation for introduction in the new Congress.

The two important features of the proposal are:

- 1. Creation of a Division of Public Works in the Department of the Interior;**
- 2. Authorizing long-time planning of government construction work and doing such work, as far as possible, during periods of industrial depression.**

Educational campaigns of the past few years have gradually awakened public opinion to the importance of carefully worked out plans for advance planning of public works in any constructive program for the relief and prevention of unemployment. The principle underlying the public works program has taken firm hold among those interested in combatting the ever-recurring cycles of involuntary idleness. Adoption now by the federal government of this principle will undoubtedly give a great impetus to states and cities in taking similar action. The bill in Massachusetts, following legislative action in Pennsylvania, California and Wisconsin, is especially encouraging. Congress should welcome the opportunity to give effect to such a prime measure of national foresight.

Stabilizing the Building Industry

PLANS to stabilize business so as to provide steady employment are taking shape encouragingly in the building industry. Construction work has been traditionally a highly seasonal occupation. In recent years, both in Canada and in the United States, efforts to overcome this tradition have met with considerable success in connection with continuing public works in winter as a measure for combatting unemployment. Leaders in the building industry are now actively promoting the idea of all-year work in private undertakings.

Franklin D. Roosevelt, president of the American Construction Council, has made public plans recently adopted by the Council in an effort to stabilize the building industry. The plans are similar to those sponsored by the Philadelphia Building Congress a year ago and propose that certain types of inside construction be done in the winter, when there is a surplus of workers, instead of having the work done in the summer when all workmen are needed for outside construction.

Speakers at the Winter Construction meeting of the New York Building Congress, November 21, testified that it is not only practicable to spread building operations over the entire twelve months of the year but also economical.

John Lowry, Jr., discussing brick and steel construction in the cold months on one of the big New York structures undertaken by his company during the winter of 1922-23, declared that "there was a saving of \$87,710 on this job, the building work of which cost \$750,000. To offset that, the expenditures for winter construction were a total of only \$3,863, or about one-half of 1 per cent of the total cost of the job." This extra cost was for the protection of workers and materials and supplying the necessary heat. The big saving on the job was made possible by lower cost of both labor and materials than in summer.

"More winter construction is the acknowledged remedy for Seasonal Unemployment in the building industry," said W. J. Barney, a large builder who testified that working with concrete during the cold season is practical from every standpoint.

"You have been told forcibly of the social and economic evil of seasonal unemployment for the carpenters, the bricklayers, in fact for all those who directly do the work of our industry," said Mr. Barney, "and to many this problem of seasonal employment seems to be solely a picture of its hardship to the mechanics and workers

in the various trades. This is but the sharp foreground of the picture, its larger background shows that where the mechanic is unemployed, also is unemployed the contractor, material manufacturer, the architect and all others involved in our great industry—we one and all suffer from this curse of seasonal variation in the volume of our business, and finally in the horizon you see the public paying during the period of intense activity, higher wages, higher prices and larger fees to compensate for the period of enforced idleness during which the mechanic must live on his savings, the contractor carry his overhead, the architect maintain his staff, and the material manufacturer offset his plant investment and factory overhead. * * *

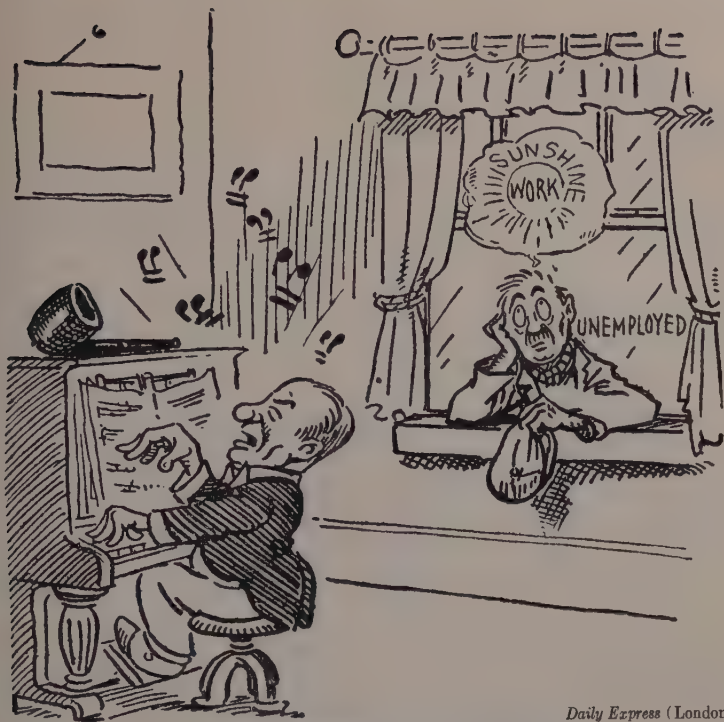
“To my mind, the only correction for this condition is intensive publicity and education towards the general public, and those who control the building policy of financial institutions so they will thoroughly understand that under modern conditions they can build efficiently and economically at all times during the year—in fact, under existing conditions, more economically and efficiently in winter than in summer.”

Discussing “The Ogre of Unemployment” in a recent number of the *Constructor*, A. P. Greensfelder, vice-president of the Associated General Contractors of America said: “Unemployment in the construction industry is a luxury that the nation cannot forever afford. It is a great waste and a vast expense. The waste can be largely eliminated and the cost must be greatly reduced. * * * We must prevent waste in boom time as well as relieve suffering in times of depression. * * * **Let us keep the hammers ringing throughout the twelve months.**”

Regular Legislative Sessions

1924

CONGRESS (68th Congress, 1st Session) and the following eleven states hold regular legislative sessions during 1924: Georgia, Kentucky, Louisiana, Maryland, Massachusetts, Mississippi, New Jersey, New York, Rhode Island, South Carolina, Virginia.



Daily Express (London)

"DON'T SHOOT THE PIANIST—"

"Tho' you're weary waiting for the sunshine,
There's a silver lining shining thro'—"

A Vast Public Works Plan

ENGLAND, now entering upon her fourth winter of severe unemployment, has turned for emergency relief to a greatly extended program of public works.

The government, in the September *Labour Gazette*, announces that grants to local authorities from the Unemployment Grants Committee would henceforth be given on a more generous basis—the payment of 50 per cent of the interest for fifteen years, or the full period of the loan, whichever is the less. Public companies, as previously stated by the Prime Minister, are to be granted assistance on the same terms and subject to conditions as to limitation of dividend during the time that loans or advances from the government were in operation. A condition of assistance is that all contracts are to be placed in England. Plans, it was further stated, have been submitted by six hundred local governing authorities which involve an expenditure of £23,000,000, over \$100,000,000.

In addition to this huge outlay for assisting local communities in financing public improvements the British government has sanctioned plans for building new roads and bridges, for assisting certain trade enterprises financially, and for improving and developing railroads—a program that calls for total expenditures of more than a quarter of a billion dollars.

The number of "registered" unemployed is more than 1,250,000 which means that the number of actual "out of works" is probably not less than 2,500,000.

It is hoped by the government that its comprehensive program will "provide direct employment for at least 200,000 men during the coming winter and for at least a further 100,000 men indirectly."

Abuses Practiced by Private Employment Agencies

By MARGERY LEVE LOEB

A RECENT investigation by the New York Department of Labor¹ has shown that in spite of nineteen years of regulation, employment agencies continue the same abuses that have been exposed by surveys during the past seventy-five years. The most common of these are:

1. Misrepresentation through false advertising or misleading descriptions of conditions of employment.
2. Petty graft—requiring “gifts” or the use of facilities controlled by the agency.
3. Deliberate encouragement of labor turnover—collusion with gang-bosses and superintendents or providing unsuitable jobs.
4. Refusal to return fees—when no work or unsatisfactory work is found.
5. Immorality—general unwholesome atmosphere of agency and sending women to houses of ill repute or similar resorts.

The American Association for Labor Legislation finds that thirty-eight states now have laws regulating employment bureaus. They generally provide for licensing and inspecting, for the limiting of the fees charged, and for the keeping of records. Some laws require the return of fees under special conditions and prohibit certain malpractices. Wisconsin goes further in stipulating that applicants must prove the need of an agency in the chosen vicinity before a license is granted. Experience has shown that state administration of these laws, as adopted by Illinois in 1896—and now provided by most of the states—is preferable to municipal control. A few, however, New York among them, still adhere to city control.²

Admitting that New York's law does not in all respects measure up to the best practice, the recent New York report remarks on the inherent nature of the fee-charging employment business. “The main object is not placement work in the sense of adjusting and maintaining a suitable relationship between the job and the worker, but rather the desire to put any kind of person in any kind of job and collect the fee from the worker or employer or both.”

Moreover, when it is considered that there are in New York state 957 of these clearing houses,³ entirely uncoordinated, the ineffi-

¹ See report by Nelle Swartz, *Industrial Bulletin*, Vol. III No. 4.

² For summary of legislation in all states see *Monthly Labor Review*, Vol. XV, No. 4, pp. 713.

³ There are 886 in New York City; 295 in Chicago; and 174 in the state of California.

ciency of their operation from the viewpoint of employment stabilization, no matter how scrupulously conducted, must be apparent. One survey reported thirty-nine within a few blocks.

The official International Labor Conference in 1919 recommended that measures be taken to abolish fee-charging agencies. Several countries have done this. Such legislation has been prevented in the United States by a divided Supreme Court decision of 1917 holding unconstitutional the Washington law. A provision in Idaho prohibiting commercial labor agencies, has not yet been brought in issue.

If it cannot be accomplished by legislation the gradual disuse of fee-charging private employment agencies could be brought about by the competition of free public offices. That this is not being achieved in the United States must be ascribed rather to the meagreness of the appropriations granted the public agencies than to any unsoundness in the principle. Experience during and immediately after the war when large appropriations were available, and the success of the Canadian system, show conclusively the advantages and the feasibility of centralized public distribution of labor in this country.

Abuses will continue in fee-charging employment agencies until effective measures are taken to combat them. The employer who needs a worker and the worker who needs a job will be subject to exploitation as long as there is delay in developing public employment services to the point where they can adequately fulfill all demands made upon them. Such exploitation goes on without regard to booms or depressions. The time for action is now. Here is a practical employment issue confronting the legislatures, notably that of New York, which will convene in 1924.

"No better way than through free public labor exchanges can accurate statistics be obtained on the demand and supply of labor as a measure of the trend and extent of employment," concludes the report of the New York Department of Labor. "Moreover, they are particularly important for the placement of juvenile workers, since juvenile placements cannot be made a paying proposition. Theoretically no one should have to pay for the privilege of working. Until society recognizes and accepts this principle, a state licensing and inspecting system, together with the gradual development of public employment bureaus, could go far in remedying the present chaotic condition."

American Labor Movement Reaffirms Demand for Exclusive State Funds

THE American Federation of Labor, at its annual convention in October, voted strongly in favor of the general adoption of exclusive state funds for workmen's accident insurance.

The convention, in approving a report of its special committee on workmen's compensation, found that "private insurance companies have interfered with and seriously retarded progress in the field of workmen's compensation."

The Federation's report declares that the opposition of commercial insurance companies to state funds is "easily understood" because the state funds, operating at actual cost, are more economical to industry than commercial insurance which operates for private profits, and the state funds "thereby tend to reduce to that extent at least the cost to the employers of the maintenance of the fund required to take care of the victims of industrial mishaps." Furthermore, the convention held:

The impersonal character of the state insurance is a guarantee to both employer and employed of justice rather than the unavoidable suspicion that attaches to transactions controlled by a privately managed concern that frankly exists solely for the profits that arise from the business it transacts.

When those who are most vitally interested in this tremendously important feature of our modern industrial life come to realize that their interests are identical, and to trust one another in this as they do in other matters pertaining to their relations, and will accept the operations of an agency that is within their own control, because it is set up by a law which they have helped to make, and not allow themselves to be pulled apart by ambulance-chasing lawyers and profit-seeking insurance agents, the true benefits of the workmen's compensation law will become apparent to all. The mutual distrust which has been created by interested persons or agencies for selfish purposes must be dispelled and for it must be substituted a confidence resting on the mutual understanding of the parties most directly concerned.

Pointing out that "the literature on the subject is increasing rapidly" as a result of practical experience with state insurance funds for workmen's compensation, the Federation's report recognizes that "this is one of the most important subjects now being dealt with by organized labor bodies, by welfare groups, state boards, legislatures and the courts." And the convention declared that "the solution for this serious phase of the general question, that readily suggests itself, is the rigid exclusion from the field of the private insurance company."

Why Oregon Believes in State Fund Accident Insurance

(FROM "WORK ACCIDENTS IN OREGON," A PAMPHLET ISSUED BY
THE INDUSTRIAL ACCIDENT COMMISSION AT SALEM)

WHILE the principles of workmen's compensation have been generally accepted, since forty-two states now have compensation laws, there is a country-wide controversy as to how the insurance should be provided. A large part of the insurance in many states is furnished by private casualty companies, while in Oregon and a number of other states, the insurance is restricted to a state insurance fund created by the compensation act.

It has been asserted that the state, having adopted the principles of workmen's compensation, should also adopt the form of insurance which will provide liberal compensation benefits for the injured at the least possible cost to employers. In Oregon this has been accomplished by the creation of the industrial accident fund. In this way the insurance is handled without agents' commissions and without profit, the total cost being confined to the cost of compensation benefits and of administration.

Attempts to Restore Old Conditions

Efforts have been made to secure a change in the compensation law of Oregon so that private casualty companies could write insurance under the compensation act. In addition, during the last few years employers operating under the law have been importuned by insurance agents to reject the law, representations being made that the casualty companies would voluntarily offer injured workmen the same benefits as provided by the compensation law; if refused by the workmen, to protect the employer against suit, and also provide the insurance at rates lower than the net cost as shown by experience under the Oregon law.

Comparison of Expense Costs Made

In order that the citizens of our state may see that this can not be done, we give the following comparison of the expenses of non-participating casualty companies in workmen's compensation insurance in all states in 1921 with the experience of the Oregon Accident Commission for eight years:

<i>Casualty Companies, All States, 1921</i>	<i>Per cent</i>
Adjustment of claims.....	8.69
Inspection of risks.....	2.61

	Per cent
Taxes	3.70
Agents' commissions	17.11
General expense	10.48
Total expense	42.59

Oregon Industrial Accident Commission

Average expense for eight years.....	8.9
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It will be seen that under the first method it takes 42½ cents as expenses to provide 57½ cents in benefits, while in Oregon it has taken but 8.9 cents to provide 91.1 cents in the way of compensation benefits to injured workmen or their dependents. Note also that each of two items (adjustment and general expense) was approximately as large as the total expense in Oregon, while the one item of agents' commission is twice as large as the total expense of operating the compensation act in this state. **With an expense ratio five times that of Oregon, it follows that the same benefits can not be provided injured workmen or their dependents without financial loss to the private casualty companies.**

Results of So-Called "Competition" Shown

Under the state compensation law benefits are paid monthly, while as to accidents occurring to employees of firms who have rejected the compensation law advantage is being taken of the ignorance of claimants and their desire to secure lump sums by settling with injured workmen and widows for much less than they would be entitled to under the compensation act. **Inadequate settlements and the dissipation of the lump sums secured in settlement must inevitably create a burden upon industry and our citizens as a whole.**

It will, therefore, be clear to the reader that while insurance companies are furnishing some employers who have rejected the compensation law insurance at rates less than actual cost under the state compensation law, the injured workmen and dependents are the ones who are now made to suffer. From the employer's standpoint also, it is important to consider what the ultimate result will be if the present law should be changed so that the difference in the expense ratios of 42.59 per cent and 8.9 per cent is added to the cost of our present compensation insurance. Employers then would be forced to pay much higher rates than at present or injured workers would receive less by way of compensation benefits.

Accident Compensation Law Strengthened by Popular Vote

OHIO voters in the election November 6 adopted a constitutional amendment eliminating the so-called "open liability" from the state workmen's compensation law. The amendment carried by a majority of about 67,000, despite a publicity campaign against it by commercial insurance agents and certain damage suit lawyers.

"By the people's adoption of the constitutional amendment to the workmen's compensation law, additional power is given this model legislation," declared Thos. J. Donnelly, secretary-treasurer of the Ohio state federation of labor. "The employers' organizations worked with trade unionists to secure this amendment.

"Now every compensation for injury or death will be paid without law suits or court costs or employment of attorneys. Where the employer has failed to comply with health or safety laws, and death or injury results, the worker is given additional compensation, also without suits at law.

"The amendment provides a fund to be expended by the industrial commission for the study and application of methods to prevent industrial and vocational accidents which will result in saving many lives and prevent the loss of limbs and faculties.

"Open Liability" Abolished

"For the employer the amendment wipes out the 'open liability,' whereby employees could refuse compensation and enter suit for damages in case of violation of lawful requirements. It fixes a limit of financial liability in such cases and protects the assets and credit of the employer. It defines 'lawful requirement' so as to bring it within the rule of reason and gives the employer notice of his specific obligation under it.

"It provides a fund for laboratory analysis of accidents and the provision of means for prevention, which should result in saving of life and limb and a substantial reduction in total awards and premiums.

"It abolishes the 'ambulance chaser' in connection with these claims."

Minimum Wage for Women and Children

Official Facts *vs.* Mark Daly's Fancies

By FREDERICK W. MACKENZIE

WHEN recently for the first time the New York State Department of Labor tabulated the wages of women and men separately, it was discovered that women workers in factories in this state are earning only about half the average weekly wage earned by men in the same factories.

Average weekly earnings of women for June were \$16.50 as compared with \$31.50 for men.

Keeping in mind that these are **average** earnings—which means that approximately one-half of the workers were receiving less than the figures given—the *Bulletin* of the Consumers' League of New York rebuked the specious use made of these official findings by an opponent of protective standards for labor—thus:

Mr. Mark Daly, secretary of the Associated Industries, in a scathing editorial in the *Monitor*, interprets these figures as proving "conclusively that there is no necessity for a minimum wage law in New York state. In few, if any, cases in states where there is now a minimum wage law is the minimum standard set as high as the actual wage paid in New York as proved by this very statement."

Can it be that Mr. Daly does not know the difference between a minimum wage and an average wage, or is he merely counting on his average reader's gullibility? A minimum wage law does not permit one-half of the workers to receive less than the legal rate. It requires that all employees of average ability shall be paid at least the minimum rate. With a minimum wage law in this state such scandalously low average earnings as \$9, \$10 and \$11 a week, as now appear in some industries, and which Mr. Daly would have us overlook, would not exist.

Furthermore, if Mr. Daly considers that the wages of women in New York are such that they would not be affected by a minimum wage law, why does he object so strenuously to the passage of such legislation? The bill he has consistently opposed provides for the setting of wage rates only in those industries in which a substantial number of women are getting less than enough to live on. If he feels that the figures published by the Department of Labor prove "conclusively" that no industries are paying less than a living wage, he and the members of his organization have nothing to fear from the enactment of a minimum wage law.

If it is true, as Mr. Daly contends, that wages are already sufficient to meet the cost of living, why then did he circulate a statement last Spring warning his members and the public that the passage of the proposed minimum wage bill would cost industry, and ultimately the consumers, \$1,000,000 a year. The

expense of administration would not exceed \$30,000 and would be spread over the entire taxpaying public. Where, then, would the \$1,000,000 go if no increase in wages was necessary to bring them up to the minimum cost of living? To our mind, Mr. Daly's two statements absolutely contradict each other, proving that one or the other, or both are false.

Now come further findings by the Department of Labor to confound Mr. Daly. Following the decision of the United States Supreme Court declaring unconstitutional the minimum wage law of the District of Columbia, Commissioner Bernard L. Shientag, directed the bureau of women in industry of the New York Department of Labor to make a study of wages earned by women workers. The present survey covers the earnings of 60,000 women over sixteen years of age employed in the confectionery, paper box, tobacco, collar and shirt industries and in mercantile establishments of the state. As a result of this survey it is found that—

Thirty thousand women employed in the above industries are receiving less than \$16 a week.

More than one-fourth of the women employed in these factory industries and more than one-fifth of the women in the state's mercantile establishments are receiving less than \$12 a week.

In New York City in the industries studied approximately one-half of the women workers receive less than \$16.25, and up-state about one-half of the women receive less than \$14.25 a week.

In New York City 10 per cent of the women in the four factory industries and 4 per cent of those in mercantile establishments earn less than \$10 a week.

Up-state, less than \$10 a week is earned by over 21 per cent of the women in the factory industries and by 29 per cent of the women in mercantile industries.

These most recent findings, in the opinion of Commissioner Shientag, strongly confirm earlier conclusions as to the need of legislation to create a minimum wage commission, representative of employers, employees and the general public, to provide the machinery for thorough investigation of wages paid to women and minors in all lines of work, and to make recommendations as to what in each case should be paid as a living wage.

"Large numbers of women in this state," declares Mr. Shientag in the report, "are receiving what is clearly less than a living wage; that is, less than is sufficient to maintain their health and provide the necessities of life. The condition revealed again emphasizes the need for some form of minimum wage legislation that will help the thousands of women wage-earners who are bravely battling to keep their heads above water."

Rockefeller Condemns Seven-Day Week

"Uneconomic—Anti-social—Bad Business"

SPEAKING at a meeting of employees of the Standard Oil Company of New Jersey in New York City, November 15, John D. Rockefeller, Jr., condemned in strong terms the twelve-hour day and the seven-day week in industry.

The well-being of each of the four parties to industry—the stockholders, the management, the workers and the public—Mr. Rockefeller asserted, "is dependent upon just and proper consideration of the others."

"Labor and capital are partners, not enemies," he contended. "The bitterness, antagonism and warfare that too often exist between them is quite as much the fault of capital as of labor." And, further summarizing the industrial platform of the Standard Oil Company, he declared:

"The seven-day week and the twelve-hour day are uneconomic and anti-social, hence bad business; the worker is a human being, not a machine; he does his best work when he has adequate opportunity for home life, recreation, self-improvement and worship. One day's rest in seven and a working day of reasonable length is the standard which has been set up in the company and is being extended into the various branches of its business as rapidly as is practicable."

Mr. Rockefeller's active opposition to the seven-day week; the repudiation of the twelve-hour day in the steel industry by Judge Gary, and the acceptance through Governor Pinchot of the eight-hour day in the anthracite industry by the coal operators—these are indeed conspicuous fruits of the public campaign of past years against unreasonable working hours.

If legislators show the same deference to public opinion as that now being exhibited by some of the big industrialists, there should be a wide extension during the coming legislative sessions of one-day-of-rest-in-seven legislation.

Ten Years of Unemployment Insurance

UNEMPLOYMENT insurance—the original experimental plan—was adopted in Great Britain, in 1912. It was expanded in 1916 and again greatly extended in 1920. The Ministry of Labor has just issued a “Report on National Unemployment Insurance” which is the first official and complete account of the development of this comprehensive measure of social insurance and its practical operation.

Unemployment insurance, as established by the Act of 1912, applied to $2\frac{1}{4}$ million workpeople engaged in building, construction of works, and shipbuilding. In 1916 the scheme was enlarged to include all munition workers, and the number insured rose to $3\frac{3}{4}$ millions; but this extension was at the time regarded as a temporary measure to provide only for the period of readjustment of industry after the war, says a digest of the report by *Industrial Welfare* (London). Following upon the Armistice there was the out-of-work donation for ex-service men and women and civilian workers, and this led up to the extension of unemployment insurance in 1920 to all manual workers (except those engaged in agriculture and domestic service) and all non-manual workers earning not more than £250 a year. The enlarged scheme includes in its scope $11\frac{3}{4}$ million workers.

At the outset of the expanded scheme of November, 1920, weekly rates of benefit began at 15s. for men and 12s. for women. These rates were raised in 1921 for a brief period, but since June of that year the 15s. and 12s. rates have been re-established. Additional grants for certain dependents have been paid since November, 1921—5s. for a wife or invalid husband, or for the house-keeper of a widower or married man with dependent children and 1s. for each child. The weekly benefit for a married man with a wife and two children is, therefore, 22s.

The weekly contributions at the present time are:

	Employer	Employed	State
	d.	d.	d.
Men	10	9	$6\frac{3}{4}$
Women	8	7	$5\frac{1}{4}$
Boys	5	$4\frac{1}{2}$	$3\frac{7}{8}$
Girls	$4\frac{1}{2}$	4	$3\frac{5}{8}$

These rates of contribution are to remain in force until the unemployment fund has paid off its debt (which at June 30th last stood at £15,600,000) and has accumulated any necessary reserves.

It is pointed out in the report that borrowings amounting to £15,600,000 are not large in relation to the fund's annual income of £47,000,000. The report says: "The debt is not so large that it cannot be paid off in a comparatively short space of time as soon as trade revives, and the financial stability of the scheme is not in question."

While it cannot be claimed that the present scheme of Unemployment Insurance is perfect, the cold statistics revealed in this report should dispose of many of the accusations made against the scheme in ignorance of the facts. It will be seen that there is little justification for loose talk of "doles" and insolvency.

In the past two and one-half years £128,000,000 has been paid out. Of this sum three-fourths "has been provided by, or will be a future charge upon, insured workpeople and their employers; not more than one-fourth is provided by the taxpayer." These facts dispose of the word "dole" as an accurate description. The word was originally applied to grants, which, while administered through the Employment exchanges, had nothing to do with the National Unemployment scheme—that is, to the "out-of-work" donation instituted for a time after the Armistice.

This donation scheme was devised to cover the period of violent post-war readjustment, when service men and war workers were changing over to peace-time employment. That was a "dole." The Exchequer bore the full cost, and no charge was involved on the Unemployment Insurance Fund.

The final conclusion of the report is that: "Experience has shown that compulsory insurance against unemployment is entirely practicable."

SAYS the *Anglo-American Trade Journal* (London): "In the Middle Ages pestilences recurred with more or less regularity and ravaged the countries of Europe. Doubtless the meditative theologian of those times, much as our orthodox political economists, worked out the cycles and erected them into a law. But when drainage was laid down, pestilences disappeared. It is possible that the **economic cycles** which work such devastation among modern nations may likewise yield to human ingenuity.

Evil Effects of Unemployment on Mothers and Children

HOW an unemployment crisis strikes at the well-being of the children—the future citizens of the nation—in a way to leave permanent ill effects, as well as bringing privation and suffering into the homes of industrial wage-earners, is impressively brought out in a recent report of the federal children's bureau.

The report contains the results of an investigation, made by Emma O. Lundberg, director of the social service division of the bureau, into the effects upon child welfare of the industrial depression of 1921-22. This most recent survey fully confirms the earlier findings of the American Association for Labor Legislation as a result of its unemployment survey of 1921.¹

Two cities—Racine, Wisconsin, and Springfield, Massachusetts—were chosen for intensive investigation, these cities being representative of different sections of the country with different industrial backgrounds, both having a serious unemployment problem, and both making generous expenditures for relief work.

What unemployment meant for the families studied—mostly families of self-respecting, fairly prosperous skilled workmen, more than two-thirds of whom had been out of work for more than a year—and what it meant for the children concerned, may be summed up in the following findings of the report:

1. In normal times more than nine-tenths of the men studied had been earning between \$100 and \$175 per month. During the period of unemployment the complete family resources in four-fifths of the families of these same men amounted to between \$25 and \$100 a month. This included not only wages of father, mother, and children, but also savings, loans, food and other necessities purchased on credit, and public or private relief. One-fourth of all the children studied were in families having an average of less than \$50.00 monthly.

2. The fathers made desperate efforts to earn money by doing work of any sort. All but four had been able to earn something through emergency work provided by the cities or through other short-time jobs. The amounts earned, however, were usually pitifully small in comparison with normal earnings.

3. Most mothers had not worked outside the home during normal periods. In the families studied only 32 mothers had worked before the period of depression. But 91 who had not previously done so found jobs of one sort or another while their husbands were out of work. The number of mothers

¹ Unemployment Survey, 1920-21, with Standard Recommendations. *American Labor Legislation Review*, Vol. XI, No. 3, September 1921, pp. 191-220.

forced to seek employment would probably have been larger if work had not been even scarcer for women than for men. In many cases children suffered for lack of care because of the mother's employment outside the home and the father's absence from home in search of a job.

4. More than three-fifths of the families studied in Racine had bought their homes; 94 per cent still carried mortgages. One-fifth of the families studied in Springfield had bought homes, the houses in every case carrying mortgages. Many families in both places reported at the time of the study that they were facing the loss of their homes and of the money invested.

5. Forty-three per cent of the families had accumulated savings during prosperous times. The majority had exhausted all their savings before the time of the inquiry in the effort to supply the necessities of living. Savings amounting to \$51,635 had been spent by 158 families while the father was unemployed.

6. Eighty-three per cent of the families had gone into debt because of the father's loss of work or were unable to continue payments for which they had obligated themselves while the father was working. Sixty-six per cent of the families had gone into debt for food; 35 per cent for medical attendance; 23 per cent for rent; 20 per cent for payments on houses, taxes, and interest; 16 per cent for fuel, gas and light; 15 per cent for insurance premiums. Only 1 per cent had gone into debt for merchandise.

7. Sixty-three per cent of the families reported illness or disability during the unemployment period. In nearly one-fourth of the families a baby had been born or was expected during the period of the study. A large number of families had to go into debt for medical service. Many others were failing to get the medical attention they should have had because of lack of money.

8. Over one-half of the families had received charitable aid during the father's unemployment. Only 16 per cent of these families had previously needed such aid.

9. The only conditions appearing beneficial to children was the shortage of work for them and the consequent decrease in child labor and increase in schooling.

10. Serious retrenchment in food was reported by a large number of the families interviewed.

Grace Abbott, chief of the children's bureau, in transmitting the report to Secretary of Labor Davis, urges the adoption of measures for the prevention of unemployment for the sake of the welfare of the children of the nation. She writes: "Large groups of children suffer not temporary but permanent losses as a result of a period of industrial depression. Those who are interested in raising the standard of our citizenship through better care of the children of the country cannot regard as outside the field of their concern, proposals for preventing unemployment and, failing in a program of prevention, measures which are necessary for safeguarding the children during a period of unemployment."

The Tragedy of Old Age

DURING the debate in the Pennsylvania legislature preceding the adoption of old age pension legislation, Senator Albert Davis threw the following bit of illumination upon the human side of old age assistance:

The Chairman of the Pennsylvania Old Age Pension Commission made a visit to the Berkshire County poor-farm and walking up the lane he met two old people, husband and wife. These two old people and the Chairman reached the almshouse at the same time. The Superintendent asked the old folk, "What do you wish?" They answered, "We have a permit to enter the poor farm."

The Superintendent asked, "What is your name?"

"My name is John."

"And your name?"

"My name is Mary."

"John," said the Superintendent, "You go to the building over there, and Mary, you go to that building over there."

"What!" cried John. "After living together under the same roof for fifty years are we now going to be separated?"

"Yes," replied the Superintendent, "Those are the rules. We cannot mix up the sexes in these institutions."

"Three days after John entered that door," said Senator Davis, concluding his story, "he died of a broken heart, and a few days later Mary also passed away of a broken heart. Mr. President and gentlemen of the Senate, the amount of money that it took to keep those people apart in the poor-house, is not a cent more than it would have taken to keep them together under their own roof."

Honor Among Casualty Companies

TWO commercial insurance companies recently went to law over a workmen's accident compensation case. This is why: an employee of the Johns-Manville Company, named Metzger, was injured and, while at the hospital for treatment, was given the wrong drug through an alleged mistake of the nurse.

The Maryland Casualty was the carrier of Metzger's compensation insurance. The Fidelity and Casualty carried the insurance of the hospital against liability.

Metzger's pain was intensified as a result of the mistake in his treatment and his disability was prolonged until an additional compensation expense of \$1,000 was incurred. Metzger did not know of the mistake, although, according to the "Underwriters Report," it was evident that both insurance companies did. It was agreed that the Fidelity and Casualty would bear the additional expense in the end if the Maryland Casualty would keep the secret and continue the payments to Metzger under the workmen's compensation policy nominally for the required eight weeks but until his recovery.

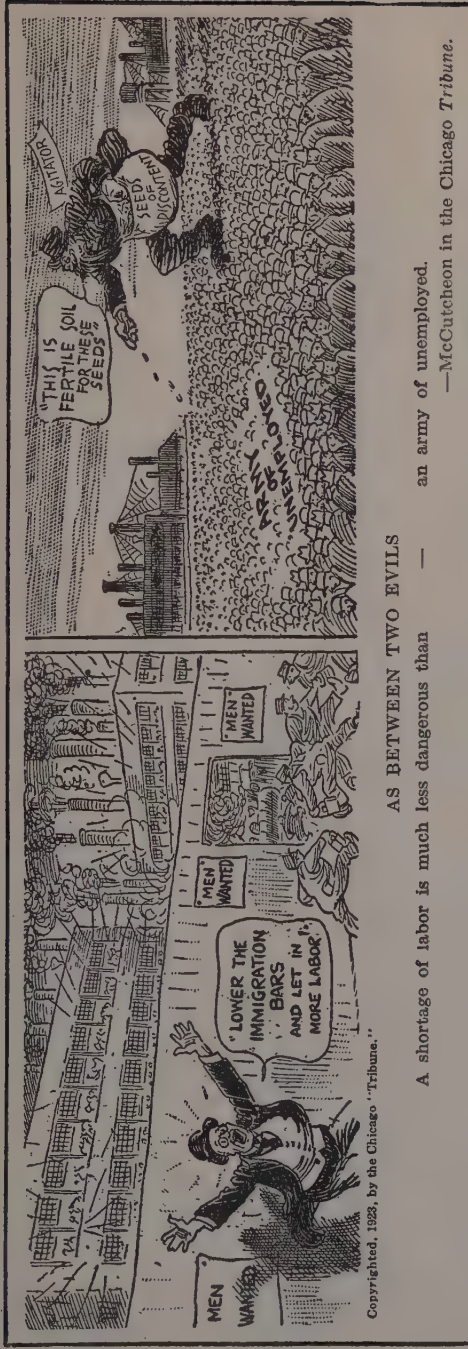
This was done. But when the Maryland Casualty asked for the \$1,000 it was not forthcoming. The Fidelity and Casualty took the stand—which the court upheld—that such an agreement to conceal facts from Metzger was **against public policy** and that suit could not be brought to collect on such a contract! The case will be appealed.

INSURANCE companies operating in the state of Washington have been guilty of the practice of filing lower rates just before certain large liability policies are to expire, and then, as soon as their agent has renewed the business by taking advantage of the cut in rates, boosting the charges up to their former level. The state commissioner recently took the companies to task. As a result all companies have agreed to abide by the provisions of the Washington laws.

"PRIVATE insurance companies are confessedly selling industrial accident insurance to employers in certain industries at less than cost, and this for the purpose of breaking down the workmen's compensation law," says an editorial in the Portland (Ore.) *Telegram* for December 19, 1923. "These attacks are not of recent origin. They have been made in several states, and in almost every instance failed. They should not be permitted to succeed in Oregon. * * *

"Insurance companies are in the accident business purely for profit; the state is not. * * * Oregon is about 1 per cent of the companies' national field. If they could destroy the law, they could soon recoup their losses by advancing rates.

"These tactics were tried in Ohio. Some employers swallowed the bait. Outrageously small compensation, forced upon injured workers and the dependents of killed workers by the companies' adjusters, created such indignation that the legislature passed a compulsory insurance act for workers. Insurance with private companies was prohibited, and that is what will likely be duplicated in Oregon."



AS BETWEEN TWO EVILS

A shortage of labor is much less dangerous than —

an army of unemployed.

—McCutcheon in the *Chicago Tribune*.

Immigrants? Yes—But First Stabilize Employment

THE present Congress is being importuned to let down the bars to a flood of immigrants. The appeals, it appears, come from managers of industry who desire a large reserve of cheap labor. The immigration law expires June 30, 1924. Chairman Johnson of the House immigration committee has announced that a new bill is being prepared. Congressional leaders and administration officials interested in immigration, no less than representatives of the labor movement in America, apparently favor the strengthening of present restrictions but with sensible modifications to provide for selection in the country of departure, so as to avoid the shameful confusion and disappointment at Ellis Island and other ports of entry.

International Labor Legislation

It was decided at the eleventh assembly of the International Association for Labor Legislation, held at Basle in October, 1923, to hold an **International Congress on Social Problems** at Prague beginning September 29, 1924. A program was adopted, as prepared by an organizing committee appointed following the decision of the International Association at its tenth assembly in 1922 to organize such a congress. The date of the congress was originally set for June, 1924, but was changed to September to meet the convenience of the official International Labor Organization at Geneva, as well as members at Prague. The program follows:

1. Examination of the international situation in matters of social policy:

The progress made since 1897; the reasons for the present stagnation; the means of obtaining the ratification of international conventions; the means of protecting countries with advanced legislation against the competition of backward countries;

2. Determination of the general principles of the new social policy:

a. Moral and social effects of the eight-hour day; the development of workers education;

b. The participation of the workers in the management of industrial undertakings;

c. Obligations of the community in respect of industrial crises.

"It is to be hoped," says the organizing committee's report, "that in the light of the forthcoming discussions the advocates of labor legislation and social progress will regain confidence in the future. In spite of the obstacles to the rapid reconstruction—or rather to any reconstruction at all—of a world which has been ravaged by war, and which is at last fully conscious of the desire for a system of organised peace, the universal movement towards justice and social stability is regaining strength and authority. Organized discussion between all who have devoted their lives to this ideal cannot but strengthen their common faith and the power of the organisation or authorities responsible for its realisation."

STEPHEN BAUER, secretary of the International Association for Labor Legislation, writes that the three questions to be considered at the Prague congress—eight-hour day, participation of the workers in industrial responsibilities, and prevention of unemployment crises—will most probably attract not only leaders of trade unionism but also the progressive employers and all independent and scholarly trained economists in the various countries. "It is quite clear," he says, "that questions of social policy with regard to unemployment crises

should be treated by methods which are more familiar to American research students than on the European continent."

The International Association on Unemployment is cooperating in the organization of the congress on social problems.

At the general meeting of the **International Association on Unemployment**, held in Luxemburg, September 9-11, 1923, a resolution was adopted confirming the conclusions adopted in favor of unemployment insurance by a general meeting of the Association held at Ghent in September, 1913, in which it is stated that there is a "general trend of opinion towards the view that the principal function of a system of insurance against unemployment should be to find work for the insured persons." The resolution takes note of the fact that remarkable progress has been made in this direction in recent years, and draws the attention of its national sections and of its members to the practical experiences of several countries with unemployment insurance, as well as to the new proposals regarding unemployment insurance put forward in the United States by Professor Commons, and in Great Britain by Sir William Beveridge, with a **view to developing the preventive side of unemployment insurance.**

In a general report on "Unemployment Relief and the Development of Possibilities of Employment," submitted to the meeting in connection with the resolution, unemployment insurance progress is noted, thus:

"Unemployment insurance tends to enlarge its scope very considerably. It is no longer a question merely of ensuring benefits, but it is more and more becoming a question of ensuring employment. Already in 1913, at our general meeting held at Ghent, Mr. Edward Fuster, in one of those penetrating reports for which he is well known, gave an indication that such a development was likely, and the meeting supported him in recognising unanimously that there is a general trend of opinion:

'(1) towards compulsory insurance;

'(2) towards the view that the principal function of a system of insurance against unemployment should be to find work for insured persons;

'(3) towards the organization of insurance in cooperation with the trade associations.'

"At the present time, there is not merely a general trend of opinion towards the view that the principal function of a system of insurance against unemployment should be to find work for insured persons, there are actual schemes in operation or proposed in a large number of countries, and in very different forms. * * * No doubt it will be considered too early to draw any conclusions as to their value and the results achieved. Nevertheless, it would seem justifiable to foresee a considerably extended organization of unemployment insurance, which will include not only the payment of benefits to the unemployed, employment exchange activity, and vocational guidance, but also an organization of vocational courses for the unemployed, and a system which would put the latter in a better position to obtain employment by providing clothes and tools, a credit institution for financing public work and even private undertakings, with a view to maintaining or developing the possibilities

of employment. Thus, by a normal development, unemployment insurance, which commenced as a simple palliative, would become a real remedy against unemployment."

ADDITIONAL resolutions adopted at the Luxemburg meeting of the **International Association on Unemployment** (1) urge on all countries a very careful reconsideration of the whole menacing problem of unemployment; (2) invite all national sections to develop an adequate and permanent system of public employment exchanges, to make unemployment insurance general and to consider the suggestions of experts and the result of practical experience with a view to bringing about greater regularity of employment, to promote the long range planning of public works so as to increase their execution during periods of industrial depression; (3) confirm the resolution passed by the Association in 1913 in favor of the examination of migration problems and include this question in the agenda for the 1924 meeting; (4) include on principle the unemployment of intellectual workers in the program of action of the Association; (5) and recommend that steps be taken in the various countries to remedy the lack of systematically planned vocational guidance which is "one cause of individual unemployment and of disturbance in the labor market."

It was resolved that the next meeting of the International Committee of the Association should be held at a time and place to coincide as nearly as possible with the International Congress on Social Problems.

ONLY one question—general principles for the organization of factory inspection—was on the agenda of the **Fifth Session of the International Labor Conference** held at Geneva October 22-29, 1923. On this question the conference adopted unanimously a detailed Recommendation relating to the sphere of inspection, the nature of the functions and powers of inspectors, the organization of inspection and inspectors' reports. The recommendation held that the principal function of inspection was to secure the enforcement of the laws and regulations relating to the conditions of work and the protection of the workers while engaged in their work. It was therefore agreed that inspectors provided with credentials should be empowered by law to visit and inspect at any hour of the day or night places where they may have reasonable cause to believe that persons under the protection of the law are employed, and to question without witnesses the staff belonging to the establishment.

It is proposed to hold in Geneva, Switzerland, July 18-20, 1924, an **International Meeting for the Study of Industrial Hygiene Problems**.

DURING the fifth **International Labor Conference** of the League of Nations at Geneva in October, W. H. Cameron, managing director of the National Safety Council of the United States, in an address on accident prevention in America said: "The safety problem is a world problem. Its solution is of vital importance in our international industrial life. The prosperity of any nation depends on the productiveness of its workers, which in turn depends to a large extent on their safety, health and welfare."

Book Reviews and Notes

The Hobo: The Sociology of the Homeless Man. BY NELS ANDERSON. *University of Chicago Press, 1923. 302 p.*—"Hobohemia" was well known to the author before he set out as graduate student to present this picture of the life of the migratory casual worker. Backed by the Chicago Council of Social Agencies, "to secure those facts which would enable social agencies to deal intelligently" etc., this book nevertheless is a human document of exceptional interest. Perhaps the advisory relationship to this study of Dr. Ben Reitman—whose picture among others is presented—is partially responsible for presence of pep and absence of platitudes. The usual "Types" and "Problems" of Hobos are well presented and several chapters on the personalities and intellectual life of hobohemia, are fittingly graced with a collection of hobo songs and ballads. This is a real book.

Generating Economic Cycles. BY HENRY LUDWELL MOORE. *New York, Macmillan, 1923. 141 p.*—This study by the author of "Economic Cycles: Their Law and Cause," contains an interesting discussion, supported by many tables of index numbers, of the "uniformities and agreements" found in "eight-year" economic and meteorological cycles. The unique suggestion is advanced that "the probable cause is the planet Venus in its eight-yearly periodic motion with respect to the Earth and the Sun"!

Women and the Labor Movement. BY ALICE HENRY. *New York, Doran, 1923, 241 p.*—A very readable and informing account of the position of women in modern industry prepared for the Worker's Education Bureau of America.

The Burden of Unemployment. BY PHILIP KLEIN. *New York, Russell Sage Foundation, 1923. 260 p.*—A survey of unemployment relief measures in fifteen American cities during the winter of 1921-22. "The purpose of the study has been to be of service to the community agencies which must deal with the acute phases of unemployment during times of industrial depression." Mr. Klein finds little merit in the plan, adopted by the President's Conference on Unemployment in 1921, of meeting the emergency through "Mayors' Committees"—approving instead "an unemployment committee of community-wide interest" created by "the spontaneous coming together of those agencies that are directly in touch with the service operations required in distress." Interestingly, both as to findings and conclusions, this investigation in fifteen cities follows closely the earlier published studies—notably the comprehensive report with Standard Recommendations prepared in 1914-15 by the Association for Labor Legislation with the cooperation of social workers in 115 cities, as

well as the brief "follow-up" unemployment survey of 1920-21. Yet nowhere in this Sage Foundation volume is reference made to these earlier contributions—indeed the surprising assertion is made that no such studies have been published!—despite the fact that the basic conclusions reached in 1915, as a result of nationwide cooperation, still remain "standard," as the Foundation's own researches encouragingly reaffirm. Mr. Klein disclaims any intention of discussing "such matters as unemployment insurance, pensions and similar proposals" which is perhaps to be expected since the well financed research foundations frequently—some of them avowedly—refrain from touching upon controversial issues. In many matters of detail Mr. Klein's study should prove helpful to relief agencies in planning policies and administrative procedure.

Industrial Home Work in Pennsylvania. BY AGNES MARY HADDEN BYRNES. *Harrisburg, Department of Labor and Industry of Pennsylvania. 189 p.*—A first hand study of the extent and conditions of home work in Pennsylvania, made in 1916 and 1917, followed by questionnaires sent in 1920. The author recommends the enactment of laws for the gradual elimination of home work.

The Worker in Modern Economic Society. BY PAUL H. DOUGLAS, CURTICE N. HITCHCOCK, AND WILLARD E. ATKINS. *University of Chicago Press, 1923, 929 p.*—This volume forms the eleventh publication in a series "Materials For the Study of Business," conducted by the School of Commerce and Administration of the University of Chicago. The book consists of readings from selected sources outlining the position of the worker in modern industrial society with emphasis upon the psychological and historical background of labor. The material chosen represents the best and most authoritative information and the authors have classified and knit together the various problems, including proposed remedies, so that the book becomes valuable for general as well as classroom use.

Women in the Factory. BY ADELAIDE MARY ANDERSON. *New York, Dutton, 1922. 316 p.*—This volume is really an appreciation from official inside sources of what women factory inspectors have done for women in industry. Miss Anderson, for some twenty-eight years, observed or served as His Majesty's Principal Lady Inspector of Factories. She sketches here as "An Administrative Adventure," the background of British industrial history where pioneer efforts in protective legislation followed an earlier industrial organization than in the United States, and earlier growth naturally of public sentiment regarding the evil results of long hours, low wages and insanitary surroundings.

Cooperative Democracy. BY JAMES P. WARBASSE. *New York, Macmillan, 1923. 498 p.*—A comprehensive survey of the philosophy, methods and accomplishment of the cooperative movement by an enthusiastic believer in consumers' cooperation as "a practical working plan for a complete reorganization of society upon a voluntary, non-political basis."

Labor Legislation of 1923

1. Analysis by Subjects and by States

THE labor laws enacted by the forty-four states, two territories, and one insular possession which held regular sessions, by those which held special sessions, and by Georgia and Nebraska which held sessions too late in 1922 for review in that year, together with the labor laws enacted by the Sixty-seventh Congress, third and fourth sessions, are summarized herewith by subjects and by states in alphabetical order, with chapter references to the session law volumes.

Miscellaneous Legislation

Delaware.—An unpaid commission is created consisting of one member each of the senate and house, and one delegate each from the children's bureau, child welfare commission, society for prevention of cruelty to children, children's home society, juvenile court, and labor commission. It is to examine existing laws relating to minors and submit to 1925 legislature drafts of new legislation or amendments considered necessary or desirable. (C. 263.)

Florida.—Children's code commission is created to study, codify, and recommend changes in laws relating to children and to report to governor two months before next legislative session. (No. 155.)

Georgia.—An unpaid children's code commission is created, to be appointed by the governor for five years and to consist of a superior court judge, one member of each branch of the legislature, and one representative each from the federation of women's clubs, council of social agencies, board of health, board of public welfare, federation of labor, department of education, and league of women voters. It is to study laws and conditions affecting child welfare and recommend laws and amendments to succeeding legislatures. (Part I, Title VI, No. 300, Laws of 1922.) New charter for city of Albany authorizes city commissioners to appoint as a special police officer any person in the employ of a hotel, terminal company, railroad or street railway, or manufacturing or amusement company, upon request of such company, and to vest in such special officer full power to make arrests for violations of law committed upon premises of his employer. (Part III, Title I, No. 303.)

Hawaii.—Registered voters who are employees of vessels leaving port and who cannot therefore be present at city or city and county elections may cast their votes two days before the election in accordance with a specified procedure. (Act 263.)

Idaho.—Wilfully or maliciously "setting fire" within underground workings, tunnels, or shafts of mines which results in destruction of or injury to any timbering or workings thereof is declared a felony punishable by five to twenty years' imprisonment. (C. 189.)

Illinois.—Corporations are empowered, with consent of holders of two-thirds of outstanding stock, to issue stock to their employees or employees of subsidiary corporations without first offering it to present stockholders. Present holders opposed to such proceedings are entitled to redemption of their

stock at market value within a stated time. (H. B. 349.) A salary standardization commission, consisting of director of finance department, chairmen of senate and house appropriation committees, and one other member of each house, is created to investigate employment, salaries and wages of state employees and report to governor and next legislature some plan for standardization of such salaries and wages. Commission is invested with necessary powers for securing records and testimony. Appropriation of \$25,000 is made for its expenses. (H. B. 407.)

Iowa.—Annual appropriations of \$50,000 are made for each of the next two years to be used by superintendent of public instruction, under direction of executive council, to improve school conditions in mining camps. (C. 286.)

Kansas.—Railroads may furnish free transportation to the remains of persons killed in their employ and to their widows and minor children. (C. 168.)

Michigan.—Law prohibiting bribery of agents, employees, or servants of another is completely re-worded. Giving and receiving false invoices and receipts in connection with employer's business is included as an offense. The plea that acts prohibited hereunder are customary in a particular business is specifically declared a non-admissible defense in prosecutions. Persons may not be excused from testimony in such cases for fear of self-incrimination but are protected from prosecution for acts revealed by such testimony. Informers are also granted immunity. (No. 146.)

North Carolina.—Law providing for appointment of special railroad police is extended to permit persons designated by a manufacturing company to be specially commissioned by the governor to act as policemen for it. (C. 23.)

Pennsylvania.—It is declared unlawful for an employee or agent to solicit or accept, or for a third party to give to an agent or employee any direct or indirect bribe or reward in order to induce him to act in a given way or to show favor to any person in relation to the affairs or business of his employer. Giving, receiving, or using false receipts, invoices or other documents connected with employer's business with intent to deceive him is likewise declared unlawful. Customary nature of such transactions in any business may not be pleaded as a defense in a prosecution under this act. "Tip-ping" is specifically not prohibited. Penalty for violations, maximum fine of \$500, imprisonment for not more than one year, or both. (No. 398.) An unpaid commission of seven citizens, three of whom must be women, is to be appointed by governor to study laws of state relating to children and to recommend legislation to revise and consolidate such laws and make necessary additions thereto. Report is to be made to legislature by February 1, 1925. For expenses of commission, \$5,000 are appropriated. (No. 411.)

Porto Rico.—Appropriations of \$15,000 are made to indemnify laborers whose homes must be vacated because of dredging of San Juan harbor. (J. R. No. 25.)

South Dakota.—Child welfare commission, no longer including state officials named in original act, will consist of three citizens, two of them women, to be appointed by governor. Its field of investigation is broadened and it is directed to submit a complete children's code to next legislature. (C. 122.)

Washington.—Public service corporations are authorized to sell stock to employees without previously offering it to stockholders under certain specified conditions. (C. 110.)

Wisconsin.—Common councils of first-class cities are authorized to permit city attorneys to defend actions against officers or employees of the city growing out of acts done in the course of employment. Suits to determine right to continue in office and actions brought by the city are excepted. No costs or damages may be imposed on city pursuant to this act. (C. 269.) Code section references of many 1923 laws, including several affecting labor, are renumbered. (C. 449.)

United States.—Civilian employees of federal government and of District of Columbia are classified and graded and a salary and promotion schedule is drawn up covering them. With certain listed exceptions, schedule does not affect persons in recognized trades or crafts or skilled or semi-skilled laborers. A personnel classification board is created to complete details of the schedule and to make necessary adjustments thereunder. Compensation of present employees is to be adjusted to fit schedule, and future appointments, salary increases, and promotions are to be made in accordance with it. Efficiency ratings for promotion, demotion, and discharge are to be established. Equal pay for equal work regardless of sex is provided for. (Public 516, 67th Congress, 4th session.)

Individual Bargaining

1. PAYMENT OF WAGES

Alaska.—Wage protection law is enacted requiring payment of wages in lawful United States money or negotiable check convertible immediately without discount at an Alaskan bank nearest the place of work. Refusal to pay wages due or attempt to defraud laborer of any part thereof is declared a misdemeanor. Maximum penalty \$500 fine or sixty days imprisonment. In case suit is necessary for recovery of wages, damages of not over \$25 and attorney's fees of not less than \$10 nor more than \$50 may be awarded a successful plaintiff provided the court considers employer's excuse for refusal or delay insufficient. Wages of employees in canneries and salteries are declared payable monthly to within fifteen days of labor rendered except in case of dismissal when full earnings are payable at once. Employers must maintain regular pay days and post notice thereof conspicuously. Act effective from January 1, 1924. (C. 49.)

Arkansas.—Commissioner of labor or some person authorized by him may hear and decide disputes over wages earned and due, not exceeding \$200. If either party refuses to accept award, right to sue remains. If claimant files verified petition stating that he is not worth twenty-five dollars over and above wearing apparel and furnishings necessary for himself and family, commissioner may institute court action for him. (Act. 380.)

California.—Act authorizing labor commissioner to prosecute actions for collection of wages is amended to specify that no court costs shall be payable by commissioner in such cases. (C. 257.)

Colorado.—Persons or companies leasing lands for coal mining and failing to meet their semi-monthly pay roll as provided by law, may be required to execute penal bonds of not less than \$1,000 for every ten miners employed but not over \$5,000 in all. Bonds must be payable to labor commissioner and must guarantee prompt and full payment of wages. Right of action for

wages is given laborers with these bonds for surety. Violations are misdemeanors. Penalty, \$50 to \$500 fine for each offense. (C. 144.)

Delaware.—Act reincorporating town of Middletown provides that collector of taxes, by handing to the employer a notice of amount due, may to that extent attach wages or salary of any person whose taxes are unpaid. Such notice is binding on future wages and employer is personally liable for the tax in case of refusal to withhold it from wages. (C. 128.)

Massachusetts.—Weekly pay day law is extended to include employees in theaters, moving picture houses and dance halls, and all janitors, porters and watchmen. Where employee works seven days a week payment may be for wages earned to within seven instead of six days of pay day. Re-wording makes clearer statewide application of law. (C. 136.)

Minnesota.—Law providing for payment by a time check system of manual laborers on county roads is amended to include more types of work and workmen under this system in counties over five thousand square miles in area whose assessed valuation is over \$300,000,000. Any county may substitute a specified form of payroll system for the time check system. (C. 167.) Semi-monthly pay days are provided for employees of counties of between 27,000 and 30,000 inhabitants, whose area is between 315,000 and 325,000 acres. (C. 268.)

New Hampshire.—Bi-weekly payment law now applies to all state employees except those receiving over \$2,000 a year. Formerly all persons "under salary" were exempt. (C. 99.)

South Carolina.—Children's court act declares guilty of a misdemeanor any person who, with intent to defraud or cheat, uses any contract he may have for change or manufacture of raw material by the piece or pound, to induce a minor to assist in this work, and who, after receiving payment himself, fails to pay said minor. Maximum penalty, \$50 fine or 30 days' imprisonment. (No. 148.)

Wyoming.—Employers must post copies of wage payment law in at least two conspicuous places about plant and must establish regular pay days. Wages may be paid at intervals other than those stipulated in original act in certain cases, but no agreement to this effect may be made a condition for entering or retaining employment. Penalty for violation of any part of act, \$25 to \$100 fine, not over 90 days' imprisonment, or both. (C. 36.)

2. MECHANICS' LIENS AND WAGE PREFERENCE

Alabama.—Garnishment of salaries of public officials or employees is specifically authorized and procedure therefor is determined. (No. 427.)

Alaska.—A first lien on the product and plant of any organization for catching or preparing products of fish and aquatic animals is created for persons performing labor in connection therewith. Lien must be filed and action brought within stated time or claim is void. Sale or transfer of property or product subject to such lien is regulated. Lien may not be waived by contract. (C. 53.)

Arkansas.—Jurisdiction is changed for enforcement of liens of blacksmiths, wheelwrights, automobile repairmen, and certain other persons. (Act 252). Preferred lien against lease rights, output, and product of wells, and machinery, tools, and other drilling equipment is created for persons working

in or about the drilling or operation of oil or gas wells. Provision is made for enforcement thereof. (Act 513). Penalties are provided under mechanics' lien law for contractors who, after receiving payment themselves on given contracts, fail to pay persons who supplied labor or material therefor. (Act 563). Law creating lien for laborers, materials men and contractors engaged in constructing a well or cistern is repealed and replaced by one creating a preferred lien for such persons engaged in construction or repair work on oil, gas or water wells, mines, quarries and oil or gas lines, pipes, tanks and refineries. Procedure for enforcement is determined. Liens of laborers are declared prior to those of other persons covered herein. (Act 615.)

California.—Mechanics' lien law is amended as to time for bringing action thereunder. (C. 106 and C. 109). Lien of any person for work or service rendered on property of another lawfully in his possession is limited to \$100 unless written notice had been given owner before work was undertaken. (C. 338). For protection of wage claims of certain city employees see p. 283.

Colorado.—Contractors working on public improvement contracts of over \$1,000 are required to execute bonds for not less than one-half the amount of the contract to guarantee, among other things, payment of labor employed. Officer responsible for paying contractors must give public notice before making settlement, and if claims for labor are filed, must withhold sum sufficient to cover them. Right of action on such claims continues for ninety days. (C. 155.)

Connecticut.—In making payments on contracts for construction or repair of highways, state treasurer is directed to retain for sixty days 15 per cent of payment due as certified by the highway commissioner. If during this time any claim is filed for unpaid-for labor or materials furnished the contractor in connection with this work the treasurer is to continue to withhold a sum sufficient to cover such claim until claimant and contractor agree or the matter is settled in court. (C. 274.)

Florida.—Lien law enacted to cover charges for labor performed on property owned by a husband and wife "as an estate by entireties." (No. 178.) In action to recover property to satisfy a lien judgment is limited to the amount of the lien or special interest plus costs. (No. 202.)

Georgia.—Jurisdiction of Atlanta and Quitman City courts over cases involving foreclosures of liens is altered. (Part II, Title I, Nos. 418 and 473, Laws of 1922.)

Idaho.—Date is changed for lien holder's application for right to perform work to prevent forfeiture of mining claim to which lien attaches. (C. 8.) Farm laborers' lien law is amended. Removal or sale of property to which lien attaches is permitted provided a bond or cash in twice the sum claimed is first filed with county auditor. (C. 24.) Action must be brought within six months after claim is filed. Joinder of actions is provided for. Enforcement provisions are amended. (C. 33.) Removal, destruction, or impairment of identification marks of property on which a loggers' lien has been filed is declared a misdemeanor unless a bond or cash in double the amount claimed is first filed with county auditor. Penalty, \$100 to \$300 fine, not more than six months' imprisonment, or both. Person committing such an act is now liable to lien holder for attorney's fees in addition to former liability for amount of lien. (C. 156.)

Illinois.—Term "employee" is substituted for "wage-earner" throughout law exempting from garnishment a portion of the wages of the head of a family. Other seemingly purely verbal changes are made. (H. B. 30.) Provisions governing enforcement of liens against registered land are amended. (S. B. 292.) Notice of amount due for labor rendered through a contractor shall be filed with registrar of titles instead of served on owner or his agent if land affected is registered under act concerning land titles. (H. B. 664.)

Iowa.—For exemption of workmen's compensation awards from garnishment see p. 305.

Kansas.—Law creating lien covering charges for threshing is extended to include work done in harvesting any crop. (C. 159.)

Minnesota.—Law creating lien for owners or operators of threshing machines is amended to include owners or operators of clover hullers, corn shellers, corn shredders, and hay balers. Claims must be filed within fifteen instead of twenty days. (C. 132.) Except as specifically exempted by law, money due any person for employment or contract with the state is declared subject to garnishment. Procedure for summons, hearing and judgment is provided for. (C. 363.)

Montana.—Time for filing liens for labor on oil or gas wells, lines, and machinery is extended from ninety days to six months. Lien is further guaranteed by owner's title to leasehold. (C. 152.) In an action to foreclose a thresher's lien, court is directed to award as costs to each claimant sum paid for filing lien and a reasonable attorney's fee. (C. 27.) Time limit for commencing action to foreclose such liens is extended from sixty days to six months. (C. 28.)

Nebraska.—Lien against grain, corn, or seed, to cover charges for its threshing, hulling, or shelling, is created in favor of owners and operators of threshing and hulling machines. Provision is made for filing such a lien, for its foreclosure, and for proceedings in case of sale of property before lien is satisfied. Disposing of property covered by such a lien without written consent of lien-holder is declared a misdemeanor. Maximum penalty, \$100 fine, or 30 days imprisonment, or both. (C. 117.) Liens are created to cover work done or money or material advanced on personal property. Property is exempt from attachment or execution until lien is satisfied. After notice and elapse of specified time, property may be sold to satisfy lien and costs. Balance must be turned over to owner on demand, or if unclaimed within six months, to county treasurer. After five years owner loses all right thereto. (C. 118.)

New Mexico.—Lien law for laborers, mechanics and certain other persons is amended in respect to extent of coverage, enforcement of liens, questions of priority, and control of the property affected. (C. 24.) Contractors on public works must furnish bond for half the contract price and must increase bond in certain circumstances. Action for wages due in connection with such work may be brought against this bond if written notice of claim has been given within ninety days after service ended. Right of action lapses after one year. (C. 136.)

New York.—Changes apparently purely verbal are made in sections of the stock corporation law relating to liability of stockholders for money owing to employees. (C. 787.)

North Carolina.—Law requiring contractors on municipal public improvement work to give bond for protection of laborers and material-men is amended to make such bonds conclusively valid and to require that all claims be brought thereon in a single action. (C. 100.) Claims for labor or material furnished contractors working on state highways are barred unless presented to highway commission within six months after completion of work. (C. 160.)

Ohio.—It is declared unlawful for any person, partnership, corporation, or firm to accept an assignment of more than 50 per cent of the personal earnings of any person. Assignments in violation of this provision are void. (H. B. 597.)

Oklahoma.—Mechanics' lien law is amended in regard to effect of lien when contract for work is made by a person other than owner of the property. (C. 54.) For creation of lien for unpaid workmen's compensation awards see p. 309.

Oregon.—Law creating lien for farm labor is amended to cover specifically orchard work and farm or camp cooking. (C. 16.) Law requiring payment of laborers employed by contractors on public works is amended to permit public official in charge of work to pay claims for wages overdue and to withhold amount from contract payments. (C. 24.) Provision is made for sale of certain property and discharge of lien for labor performed thereon when after three months charges have not been paid. (C. 125.) Mechanics' lien law is amended to exempt owner of land from responsibility for improvements made by another in drilling or boring for oil or gas. (C. 132.) Exemption from execution, attachment or garnishment of \$75 of a debtor's wages for thirty days' work when this is needed for his family's support is amended to include within this limit his earnings from other sources during this period. (C. 204.)

Porto Rico.—Law determining procedure for collection of wage claims, originally applicable only to farm laborers, now applies to all workers and employees. Place and method of filing claim are also changed. (No. 12.) Procedure is defined for relieving registered property of various types of liens or attachments after specified periods of time. (No. 12, special session.)

South Carolina.—A ten days' lien for the amount of carrying charges is created against goods or chattels transported into the state or from one place to another therein in favor of persons, firms, or corporations transporting them. Act is not to affect existent rights of railroad companies to collect freight charges. (No. 79.)

South Dakota.—Craftsman's lien for value of work performed is created against property left for repair. Lien may be foreclosed within six months after completion of repairs. Owner must be notified by registered mail at least fifteen days before proposed sale of property. Craftsman may retain amount due for services plus costs of filing lien and postage involved. Surplus must be deposited with clerk of county court to be paid to original owner of property. (C. 217.)

Tennessee.—Law requiring contractors on public works to furnish bond for protection of laborers and material-men employed is amended to require that bond cover labor and material used by sub-contractors also, to exclude material-men in certain cases, and to alter the procedure for collection of claims. (C. 121.)

Washington.—Scalers, bull cooks, flunkies, and waiters in lumber camps are specifically included in loggers' lien law. (C. 10.)

Wisconsin.—Law creating lien for labor furnished under a contractor engaged in public improvement work is amended to provide that a disputed claim is barred unless action is brought thereon within three months after required notice has been given state official responsible for paying contractor. (C. 167.)

3. EMIGRATION AND IMMIGRATION

Arizona.—On the ground that unlimited immigration without regard to assimilation is un-American and socially, economically, and politically unwise, Congress is memorialized to pass pending legislation for further restriction of immigration. (S. J. M. No. 1.) Act making general appropriations for state government provides that when money allotted thereby is expended for labor United States citizens must be employed and state citizens given first preference. Auditor must be satisfied that no qualified labor is obtainable within the state before outsiders may be employed. Violation of these provisions voids contracts. (C. 77.) Office and duties of the state immigration commissioner are abolished. (C. 12.)

California.—Congress is memorialized to prohibit absolutely immigration to this country of persons ineligible to citizenship. (S. J. R. 13.) Congress is memorialized to propose a constitutional amendment withholding citizenship from persons born in this country whose parents are ineligible to citizenship. (S. J. R. 14.)

Oregon.—All state officers and employees except certain specified professors and teachers must be United States citizens. Penalty for violation, \$50 to \$500 fine, or 30 to 90 days' imprisonment, or both. (C. 121.)

Utah.—For exclusion of aliens from certain positions in coal mines see p. 293.

Wisconsin.—For preference to citizens for employment on public works in periods of depression see p. 288.

Wyoming.—For transfer of powers and duties of commissioner of immigration and board of immigration to commissioner of agriculture see p. 336.

United States.—Aliens in excess of immigration law quotas, temporarily admitted to the country under bond prior to May 7, 1922, may, if otherwise admissible, be permitted by secretary of labor to remain, in which case their bonds shall be cancelled. (Public Resolution 78, 67th Congress, 4th session.)

4. MISCELLANEOUS

Arizona.—Corporations, their officers and agents are forbidden to interfere with or to attempt to prevent political activities of their employees, or to aid by money or service election of any such employees to public office, or to contribute anything of value to such employees while holding public office. Penalty, \$500 to \$5,000 fine, imprisonment for from six months to two years, or both. (C. 10.)

California.—Charter of Los Angeles is amended to permit under certain circumstances the exemption from civil service laws of unskilled laborers and persons employed in construction of public works, improvements, or buildings. (S. C. R. 25.)

New York.—Provisions permitting and regulating binding out of children under sixteen as apprentices, servants, or clerks are eliminated from the state charities, domestic relations, poor, and penal laws, and the code of criminal procedure. (C. 306.) Civil service law is amended to provide for promotion of employees whose promotion was withheld because of charges from which they were later exonerated. (C. 180.) Civil service promotion law is amended relative to new gradings and salary increases of 1920. (C. 876.) Law protecting public employees from loss of status or salary when absent on duty in national guard or naval militia is extended to include duty in federal reserve force, or in federal military, naval, or marine service. (C. 458.) Regular time limits on eligibility of suspended employees for reinstatement in state service are not to affect employees transferred to federal service. (C. 875.)

Wisconsin.—Apprentices need be given only four instead of five hours of instruction weekly during the first two years. If apprenticeship last beyond two years not less than a total of four hundred hours of instruction may be given. (C. 314.)

Collective Bargaining

1. TRADE UNIONS

Connecticut.—Law securing trade union insignia from unauthorized use now protects not only registered but also unregistered unions provided they have been in existence twenty-five years. Maximum penalty increased from \$25 or 30 days' imprisonment to \$500. (C. 137.)

New Mexico.—Labor of a human being is specifically declared "not a commodity or article of commerce." Monopoly laws are not to be construed to forbid existence and operation of labor organizations or to restrain individual members from carrying out the objects of such organizations. Restriction of trade is not hereby justified except "such as is incident to the protection and promotion of the interests of the members of such organizations, in view of their situation and circumstances." Such organizations, their objects, and the effectuation thereof are declared presumptively reasonable restraint of trade. (C. 37.)

Pennsylvania.—Unincorporated associations of agricultural or industrial workers organized for a lawful object may adopt rules that membership in them or interest in their funds is non-transferable. When this has been done, no attempted assignment or transfer of such membership or interest shall be valid. Any person who makes or accepts such transfer with knowledge that it has been forbidden is guilty of a misdemeanor. Maximum penalty, \$500 fine, or 30 days' imprisonment, or both. If certificate of membership or interest is endorsed as non-transferable, that shall be deemed conclusive evidence of knowledge of receiver. (No. 404.)

Utah.—For exemption of "labor insurance" from law forbidding rebates see p. 311.

2. TRADE DISPUTES

Arizona.—On the ground that continuance of railroad strike conditions in Arizona is resulting in general inconvenience and danger from the use of faulty equipment and rolling stock, and that such conditions are due to the refusal of three companies operating through Arizona to accept the compromise

proposed by the President and agreed to by the unions and the leading railroad companies, the President of the United States is petitioned to use such force as may be necessary to compel these companies to accept the compromise settlement. (S. C. R. No. 6.) For another resolution relative to railroad strike see p. 293.

Arkansas.—Committee of three senators and four representatives is created to investigate conditions relative to a strike of two years' duration on Missouri and North Arkansas Railroad. A company of state militia is put at its disposal for use as peace officers in this connection. Governor is requested to declare martial law wherever necessary on petition of committee. (S. C. R. 1.) Committee created during session to investigate railroad strike situation is directed to continue its work at close of session and to file report with governor and secretary of state. Members are to receive \$6 a day and expenses while so employed. Appropriation of \$2,500 is made for committee's expenses. (Act. 376.) For required notice existing trade disputes see p. 285.

California.—Interstate commerce commission and state railroad commission are urged to adopt means of adjustment of railroad labor conflicts to avoid repetition of serious losses to farmers and producers occasioned by the recent railroad strike. (A. J. R. 23.) On the grounds that the President's scheme for settlement of the railroad strike has been accepted by the unions and refused by the railroad managements, that defective equipment is increasing in amount, and that California fruit-growing industries are suffering serious loss as a result, the President is urged to take further measures to end the conflict, and California senators and representatives in Congress are urged to work to the same end. (S. J. R. 15.)

Colorado.—Conciliation and arbitration law is amended apparently to exempt all industries except those affected with a public interest from provisions forbidding strikes or lockouts until after investigation by the commission or board. (C. 199.)

Hawaii.—Various forms of picketing and unwelcome persuasion at the work place or elsewhere for the purpose of influencing any person to quit or refuse lawful employment are forbidden for individuals or groups. Picketing in attempt to maintain a boycott against any place of business is also forbidden. Violations are misdemeanors. Maximum penalty, \$1,000 fine, one year's imprisonment, or both. (Act 189.)

Illinois.—In the interest of American industry and shipping and of all the people, the railroad operators and employees are urged to meet and set in operation machinery for settlement of the railroad strike. Copies of this resolution are to be sent to the various Illinois railroads and to the unions involved. (S. J. R. 27.)

Iowa.—Duties formerly imposed on bureau of labor by arbitration and conciliation law are transferred to labor commissioner. Other changes, apparently merely verbal, are made in this law. (C. 230.)

Kansas.—For reduced appropriations for court of industrial relations see p. 328.

Minnesota.—For law requiring notice of trade disputes in advertisements for labor see p. 289.

Nevada.—Printed or written notices that a strike exists or is called in any part of Nevada may not be issued or circulated without signatures of three persons who have been residents and citizens of the state for six months before signing. A copy of any such notice must be sent labor commissioner. Violations are misdemeanors. Penalty \$100 to \$300 fine, or 30 days' to six months' imprisonment, or both. (C. 151.) For duty of public employment offices to give notice of pending labor disputes see p. 287.

Porto Rico.—For duty of public employment service to give notice of labor disputes see p. 288. Maximum penalty of \$200 fine or 30 days' imprisonment or both is prescribed for persons failing to answer subpoena of mediation and conciliation commission to appear and testify concerning an industrial dispute. Contents of such subpoenae are prescribed. Appropriations for commission's work are put at disposal of governor and given preference over all other appropriations. (No. 4, special session.)

Texas.—For requirement that agencies notify applicants of existing labor disputes in places of prospective employment see p. 286.

Utah.—It is declared unlawful to use force, threats, intimidation, or violence to attempt to prevent any person from continuing or accepting lawful employment. Violations are misdemeanors. Maximum penalty \$300 fine, six months' imprisonment, or both. (C. 93.)

Vermont.—For transfer of powers of board of arbitration and conciliation to commissioner of industries see p. 335. For expenditure in railroad strike emergency see p. 335.

Wisconsin.—Law forbidding use of force or intimidation to prevent persons from engaging in or continuing lawful work is amended to allow specifically peaceful persuasion carried on outside the working premises during a strike or lockout. (C. 55.) Law restricting issuance of injunctions is amended to apply to "any dispute whatsoever concerning employment," instead of to "disputes concerning terms and conditions of employment." Such injunctions, when permitted, may now be issued only by circuit court or one of concurrent equity jurisdiction and after at least forty-eight hours' notice to the parties to be restrained. (C. 208.) Congress is memorialized to repeal the Esch-Cummins law. (J. R. No. 35.)

Minimum Wage

1. PUBLIC WORK

Arkansas.—Izard county is empowered to employ road laborers at not over \$1.50 a day, or \$3 a day for a man and team. (Special Act 476.) Dallas county is authorized to employ road laborers "at wages for labor not to exceed \$2 per day and for teams not in excess of \$3.50 per day." (Special Act 460.)

California.—Congress is urged to increase compensation of employees in United States customs service to compare equitably with compensation of other federal employees in similar positions. (S. J. R. 3.) For law guaranteeing current wages to certain city employees, and permitting absence in reserve corps duty without loss of pay see p. 283.

Massachusetts.—Commission of administration and finance is directed to consider and report to governor concerning classification of employees, mini-

imum and maximum salaries, and standardization of vacations. (C. 362.) Metropolitan district commission is no longer required to pay a minimum of \$2.50 to laborers employed by it, but may pay no less to laborers temporarily employed than to those permanently employed. (C. 350.)

New York.—Salaries of armorers, engineers, electricians, and other laborers employed in armories are raised \$1 a day. (C. 467.) Wages of all employees in domestic, kitchen, bakery, laundry, and meat cutting services of state institutions for the insane are raised \$10 a month. Appropriations of \$650,000 are made to cover these and other increases. (C. 881.)

Porto Rico.—Law reducing salaries of all government employees except department heads and those whose salaries were fixed by enabling act is amended to restore original salaries after March 31, 1923, and to appropriate \$320,000 for expenses of commission which was appointed to report on budget and salary matters. (No. 1.) For minimum wage on public contract work see p. 281.

United States.—A law is enacted practically identical to that of last year providing bonuses to supplement salaries of most of civilian employees earning less than \$2,740. Supplemental appropriations are made for departments and boards affected. (Public 544, 67th Congress, 4th session.)

2. PRIVATE EMPLOYMENT

Arizona.—Minimum weekly wage payable to women employed in stores, offices, shops, restaurants, dining-rooms, hotels, rooming-houses, laundries or factories is increased from \$10 to \$16. (C. 3.)

California.—On the ground that minimum wage legislation is necessary "for the advancement of social and industrial conditions" and that the work of California's commission will be partly nullified by the recent United States supreme court decision, Congress is urged to propose a constitutional amendment to permit the states to enact minimum wage legislation for women, and California senators and representatives in Congress are urged to use all honorable means to secure its adoption. (S. J. R. 19.)

Minnesota.—Minimum wage orders are to be published in one issue of a daily newspaper of general circulation in each first class city at least twenty days before becoming effective. Failure to receive copy of order by mail will not relieve any employer from duty of complying therewith. (C. 153.)

North Dakota.—For power of board of administration to fix minimum wages for minors see p. 298.

Ohio.—An unpaid committee consisting of three named members of the senate and three members of the house to be appointed by the speaker is created to inquire into advisability of enacting minimum wage legislation in Ohio, its probable effect upon state industries and their employees in competition with those of other states, the character and effect of such legislation where now in operation, and its legal history. Committee is to report its findings and conclusions to the next legislature. It is given necessary powers of obtaining testimony and records, and \$5,000 are appropriated for its expenses. (S.J.R. 13.)

South Dakota.—Minimum wage law is enacted forbidding employers to pay women or girls over fourteen employed in factories, workshops, mechanical or mercantile establishments, laundries, hotels, restaurant or packing-

houses less than \$12 a week or a proportionate sum for shorter time. Apprentices or learners may be employed for less but approval of industrial commission must be obtained within ten days. Mentally or physically deficient persons may obtain permits to work for smaller wages to be fixed by the commission in each case. Normal individuals paid less than specified minimum may recover difference and costs in civil action. Violations are declared misdemeanors. Penalty, \$10 to \$100 fine, or imprisonment for not over 30 days, or both. (C. 309.)

Hours

1. MAXIMUM HOURS

(1) PUBLIC WORK

Alabama.—Eight hours is declared a days work in Morgan county road law. (No. 276.)

California.—Charter for city of Chico approved by legislature fixes an eight-hour day for laborers employed on municipal work either directly or under contractors. (A. C. R. 2.)

Idaho.—Eight-hour law for employees on public works is amended to provide that time consumed going to and from work shall not be included within eight-hour limit, that only a proportionate part of a full day's wages may be paid for less than eight hours' work, and that it shall be a misdemeanor for any person to certify wage claims for such employees for a greater number of hours than those actually worked. (C. 93.)

Kansas.—County or township work of dragging or grading dirt roads is specifically excluded from the eight-hour law for employees on public works. (C. 157.)

Massachusetts.—Laborers employed by department of public works or its contractors for construction or reconstruction of public highways may be worked more than eight hours a day when, in opinion of labor commissioner, public necessity so requires. (C. 236.)

Pennsylvania.—Hours of state employees covered by new administrative code are to be fixed by department heads but are to be not less than thirty-eight hours a week. (No. 274.)

Porto Rico.—New law covering employment on public contract work continues eight-hour day requirement and in addition stipulates that \$1 shall be the minimum daily wage. Exemption of employees in irrigation service appears to be dropped. Contracts for public work hereafter drawn which do not contain eight-hour clause are declared null and void. Violations by contractors or subcontractors are declared misdemeanors. Maximum penalty, \$25 fine, or 25 days' imprisonment. (No. 11.)

South Dakota.—For power of state board of finance to determine hours of state employees see p. 288.

(2) PRIVATE EMPLOYMENT

Delaware.—Maximum hours for children holding employment certificates are reduced from ten to eight a day and from fifty-four to forty-eight a week. (C. 203.)

Maine.—Daily hours of minors under sixteen are reduced from nine to eight in factories, workshops, mechanical establishments, and laundries. Ap-

parently fifty-four hour weekly limit no longer applies to male minors of that age. (C. 198.) An initiated measure reducing hours of male minors under sixteen, and of females, from nine to eight a day and from fifty-four to forty-eight a week in workshops, factories, mechanical establishments, and laundries, and from fifty-four to forty-eight a week with no daily limit in certain other occupations, was rejected by referendum vote.

Michigan.—Night work law for children under sixteen and hour law for females and male minors under eighteen are extended to cover work in quarries. (No. 206.)

Minnesota.—A new law, superceding one limiting women's work hours to ten a day and fifty-eight a week in some employments and nine a day and fifty-four a week in others with certain specific exceptions, forbids employment of females for more than nine and one-half hours a day or fifty-four hours a week in any business or service whatever except domestic service, care of the sick or injured, telephone or telegraph operation in municipalities of less than 1,500 inhabitants, or in cases of emergency involving safety, health or welfare or morals of the public, or at night work requiring not more than twelve hours' attendance of which at least four may be used for sleep. If a woman is employed in more than one place, daily and weekly hour limits apply to her aggregate employment. Requirements for meal hour and for posting of working schedules are continued. In addition, abstract of this law, supplied by commission, must be posted, and time book must be kept showing the daily and weekly hours worked by each female. Penalty for false entries in time book or for refusal to keep same or permit its inspection, \$10 to \$25 fine, or not over ten days' imprisonment. Penalty for violation of employment provisions of act, \$25 to \$100 fine, each day of continued violation after notification by commission constituting a separate offense. Industrial commission is directed to enforce the act. (C. 422.)

Missouri.—Law limiting hours of children under sixteen to forty-eight a week is amended to prohibit, in addition, their gainful employment for more than eight hours a day. Exception is made in night work clause to permit children between the ages of ten and sixteen who are attending school to work for not more than two hours after 7 p. m. Employment on farms or in agricultural pursuits is specifically excluded from hour law. (S. B. 23.)

Nevada.—Minimum penalty for first violation of women's hour law is increased from \$25 to \$50, maximum penalty from \$50 to \$100. (C. 69.)

New Mexico.—For requirement that time spent in continuation school be counted as part of maximum working hours of children see p. 297.

North Dakota.—Hour law is amended to provide that in cases of emergency women may be employed ten hours a day and seven days a week, but not over forty-eight hours in one week. In such cases authorities charged with enforcement of hour law must be notified and their permission obtained "as soon as possible." Probable duration of emergency must be indicated. An emergency is deemed to exist in case of sickness of more than one female employee certified to by a doctor, for the protection of human life, during banquets, celebrations, conventions, and sessions of state legislature, or always for females employed as reporters in district courts. (S. B. 363.) For changes in child labor law affecting hours see p. 298.

Oregon.—Hour law is amended to limit work hours in sawmills, planing mills, shingle mills and logging camps, except for certain specified groups of employees, to eight a day and forty-eight a week. Amendment is, however, not to take effect until like legislation is enacted in California, Washington and Idaho. (C. 122.) Legislatures of Washington and Idaho are requested to send to Salem committees to confer on the desirability and practicability of uniformity of hour legislation for lumber industries of Oregon, Washington, and Idaho. (H. C. R. 4.)

South Dakota.—A fifty-four hour weekly work limit replaces the former sixty-hour limit for children under sixteen and now applies to women also. Limits on children's daily hours may no longer be waived on Saturdays. Daily hours may be increased for only five instead of ten days before Christmas. This holiday extension is now applicable to women also. Telegraph and telephone operators are exempt from hour laws. Children under fourteen may be employed in mercantile establishments outside of school hours but not after 7 P. M. (C. 308.)

Wisconsin.—Females may not be employed in hotels more than ten hours daily or fifty-five hours weekly for day work, or more than nine hours daily or fifty-four hours weekly for night work. Night work is defined as employment all or part of which falls between 9 P. M. and 6 A. M. Powers of industrial commission to regulate hours and work periods for women no longer applies to hotels. (C. 117.) Schedule of women's maximum hours effective where commission has made no specific order is amended to reduce hours for day work from ten to nine a day and from fifty-five to fifty-four a week and to increase those for night work from forty-eight to fifty a week. Hours for day work may be increased to former limit during emergency periods not exceeding four weeks in a calendar year if overtime is paid for at once and a half the regular rate. (C. 185.) Forty-eight hour weekly limit on night work is restored. (C. 449.)

Wyoming.—Women's hours are reduced from ten a day and sixty a week to eight and one-half a day and fifty-six a week. Canning, printing, and baking establishments are no longer covered. Public lodging houses, apartment houses, telephone and telegraph offices employing more than three persons, and express and transportation companies are added to list of included employments. Overtime is permitted in emergencies but must be paid for at time and a half. Seats are required for all female employees. Copy of act must be posted in each room. District attorneys and attorney general are directed to enforce act. Penalties are revised. (C. 62.) For further limitation of children's hours see p. 300.

2. REST PERIODS

(1) PUBLIC WORK

California.—Charter for city of Stockton approved by legislature provides for annual vacations for all city employees after one year's service, permits absence of such employees in reserve corps or similar service without loss of pay, directs payment of current wages to casual employees on city work, and provides for bonding public contractors for protection of wage claims of their employees. (S. C. R. 5.) Charter for city of Mateo approved by

legislature provides for two weeks' vacation for all regular city employees after one year's service. (S. C. R. 8.)

Hawaii.—Maximum length of cumulative vacations for public employees on monthly salaries is increased from six to nine weeks. (Act 82.) County or city and county per diem employees who have served at least one year are to be granted two weeks' annual vacation with full pay at times designated by department heads. Vacations are not cumulative. (Act 162.)

Massachusetts.—Law permitting cities to grant vacations to certain laborers and craftsmen in their employ is now applicable to all such employees whether or not covered by civil service regulations. (C. 346.)

New York.—Department heads are no longer restricted to summer months in fixing time for vacations of city per diem employees. (C. 626.)

Pennsylvania.—State employees covered by new administrative code are granted two weeks' annual paid vacation with a possible limited extension in certain cases. (No. 274.)

Porto Rico.—Civil service employees of bureau of supplies, printing, and transportation paid by the hour from the "working capital fund" are to be paid for holidays on basis of eight hours' service, but are not to receive extra pay if required to work on holidays unless such work lasts beyond eight hours. (No. 54.)

Tennessee.—Act reorganizing state administration provides for not over two weeks' annual vacation with pay for all state employees at discretion of their department heads and with approval of department of finance and taxation. (C. 7.)

Texas.—General appropriation bill provides for twelve-day annual vacation with pay for all employees whose pay it allows, provided they have served for at least six months. (C. 28, 3rd called session.)

Wisconsin.—Common councils of first class cities are authorized to grant paid sick leave and paid vacations and pay for overtime work to city employees. (C. 279.)

United States.—Per diem federal employees are granted pay for the holiday, November 11, 1921. (Public Resolution 99, 67th Congress, 4th session.)

(2) PRIVATE EMPLOYMENT

Alabama.—Penalties of Sunday observance law are revised. (No. 417.)

Connecticut.—Employment in bowling alleys of minors between the ages of fourteen and sixteen who are attending school is forbidden after 6 P. M. on days preceding school days and after 10 P. M. on any day. Maximum penalty for violation by employers or their agents \$100. Commissioner of labor and factory inspector is directed to enforce this law and to report annually to the governor the number of violations and prosecutions under it. (C. 241.)

Delaware.—For prohibition of children's night work in street trades see p. 289.

Michigan.—For extension of children's night work law to quarries see p. 282.

Minnesota.—A weekly rest day is provided for employees in mechanical and mercantile establishments, factories, foundries, laundries, power plants, and boiler or engine rooms, but exception is made for employees of steam, gasoline, or electric railways, those in hospitals, clinics, sanitariums or dispensaries

directly employed in care of the sick, those of telegraph or telephone companies, undertakers, cemeteries, newspapers, canneries, those engaged in burning of kilns in potteries, sewer pipes, or brick and tile factories, those in creameries or cheese factories in third or fourth class municipalities, those engaged in burning or hydrating lime, manufacturing or refining salt, or in places of public amusement, garages, repair shops, oil filling stations, flour mills or other parts of the milling industry, or in heating plants in buildings where only one person is employed, those engaged as pharmacists or their assistants, or to care for live stock, or in military or naval service. Works of "emergency or necessity" caused by flood, fire, danger to life and property or otherwise are also excepted. In case of an unusual period of rush in any business employees may be worked for more than six days a week for one period of not more than three months in each year if, on application of employer, industrial commissioner declares that an emergency exists. Schedule designating work periods and rest day for each employee must be posted by employers in places of employment and duplicate thereof filed with commission. Violations are declared misdemeanors. Penalty for each offense, \$25 to \$100 fine. Commission is directed to enforce the act and aid in prosecution of violations. (C. 298.)

Missouri.—For exception in children's night work law see p. 282.

New Jersey.—No female may be employed or permitted to work in any manufacturing establishment, bakery, or laundry between the hours of 10 P. M. and 6 A. M. Canneries engaged in packing perishable products are specifically excepted. Act becomes effective December 31, 1924. (C. 144.)

North Dakota.—For limitation of work of certain minors to six days week see p. 298.

Wisconsin.—For limitation of women's night work in hotels see p. 283. For laws amending and then restoring original limitations on night work hours see p. 283.

Wyoming.—For prohibition of seven-day labor and night work for children under sixteen see p. 300.

Employment

1. PRIVATE EMPLOYMENT OFFICES

Alabama.—Every person recruiting labor in Alabama for employment outside the state, or assisting in such work in any way, or employed in the business of a person engaged in such work, or in printing, publishing, or circulating advertising matter for such a person, is subject to an annual license tax of \$5,000. To secure license such person must give bond of \$5,000 covering liability for misrepresentation of labor conditions or for damage to an employer caused by loss of laborers recruited and must comply with other strict requirements. Performing any of the above acts without license or employing any unlicensed person in such work is declared a misdemeanor. Penalty \$500 to \$5,000 fine, or four months' to one year's imprisonment. All former licenses for emigrant labor agents are revoked. (No. 181.)

Arkansas.—License fees for private employment agencies are increased from \$5 to \$200 and bonds from \$250 to \$1,000. Law is extended to cover emigrant labor agents. Fee splitting is forbidden. Notice of existing labor troubles must be given applicants for employment. Travelling expenses of

applicant must be paid in certain cases. Other minor changes are made. (No. 4, Special Session.)

California.—Private employment agencies may issue contracts instead of receipts. New specifications for their contents and issuance aim to protect employees from loss of such contracts or receipts, from payment of agency fees in case of failure to procure employment, and from unwilling acceptance of employment of temporary nature or under unsanitary or illegal conditions. Employers must indicate in writing on contracts their refusal to employ applicants or to continue their employment for minimum seven-day period. Labor commissioner may make rules and regulations to carry out this act. He shall decide controversies arising over employment contracts, subject to appeal to superior court within ten days. (C. 412.) Private employment agents must file with labor commissioner, and post in each room of agency, dated schedules, classified by employments, of maximum fees charged for all services. Changes therein must also be dated, filed, and posted and are not effective until seven days thereafter. No fee may be charged in excess of scheduled sum. (C. 413.) Employment agency fees for manual workers may not exceed 7 per cent of first month's wages (or first twenty-six days' wages if wage is fixed by day). Fees for other employees may not exceed 10 per cent of wages for same period. Board, lodging, or other special allowances may be included in computing wages. Agencies run by teachers' associations for their own members or by schools of three years standing for their pupils excepted. (C. 414.)

Massachusetts.—Law providing for licensing, bonding, and regulating employment offices and railroad or steamship companies receiving money for deposit or transmission to foreign countries is amended in several respects. (C. 473.)

Missouri.—For disposition of employment agency fees and fines see p. 330.

Nevada.—Employment agencies operated in connection with stage lines or hotels are specifically included under law regulating private employment agencies. License fees are raised from \$25 to \$50 and are payable annually. (C. 67.)

Pennsylvania.—Definition of employment agent is re-worded and made more accurate. Commissioner of labor and his representatives are given powers of police officers to arrest persons violating private employment agency law. (No. 193.)

Texas.—Laws regulating private employment agencies are replaced by a more complete statute. Terms used are more carefully defined. Qualifications for obtaining licenses are made stricter. License fee is increased from \$25 to \$150 and amount of agent's bond from \$500 to \$5,000. Provision is made for damage suits against amount of bond to be brought directly by parties injured by agent's misconduct. Additional information must be included in records to be kept by agents. In addition to former prohibitions, agents are forbidden to obtain illegal employment for children, to omit to warn applicants of labor disputes in places of proposed employment, and to indulge in false advertising. Maximum fee for supplying non-professional positions is increased from \$2 to \$3 but fees may not be collected until employment has been obtained and accepted. Penalties are revised. (C. 41.) Act regulating private employment agencies is amended to cancel citizenship requirement for agents' license, to reduce county residence requirement from two years to one, to change provisions

for action against required bond, to declare each day of operation without a license a separate offense, and to provide for injunctions to restrain operation of unlicensed agencies. (C. 42, 2nd called session.)

Wisconsin.—Employment agents are subjected to act regulating private agencies whether or not this work constitutes their principal business, and regardless of whether they operate in a fixed place, on the streets, or as transients. Employers securing help for themselves only are, however, exempted. (C. 142.)

2. PUBLIC EMPLOYMENT OFFICES

Arkansas.—Commissioner of labor is authorized to cooperate with federal and municipal governments, and with associations or individuals for establishment of additional employment bureaus. Certain requirements for establishment and operation of state employment service are amended. (No. 4, Special Session.)

Illinois.—A 1919 act instructing the director of labor to gather information and to take other steps to promote re-employment of discharged soldiers and sailors, also directing employers to furnish certain information to this end, is repealed. (H. B. 291.)

Michigan.—Location of free employment offices is no longer fixed by law but commission is authorized to establish them where it seems advisable. (No. 206.)

Minnesota.—Board of control is to endeavor to secure employment for blind youths of working age as well as for blind adults. It is also to attempt to secure vocational training for such persons. It may aid blind persons with payment for maintenance during training by the division of re-education. Qualifications of persons eligible for relief are made more specific. (C. 336.)

Nevada.—A public employment service is established under direction of labor commissioner. He may establish state employment offices where they will be most beneficial, may cooperate with the federal government or local governments in joint establishment and maintenance of such offices, may appoint agents and clerical workers, and may advertise for business using not over 10 per cent of funds for this purpose. Agents must register applicants for employment and for employees and attempt to distribute labor supply to avoid local congestion and fill vacancies throughout state. No fees may be charged or accepted on pain of disqualification for office in this service and maximum penalty of \$100 fine, three months' imprisonment, or both. Statements filed concerning labor disputes must be posted with answer of other party if such is received upon notification. Personal notice of such disputes must be given any applicants for positions in plants affected. For purposes of this act \$1,500 is appropriated. (C. 121.)

North Carolina.—A bureau of labor for the deaf is created in department of printing and labor to assist in securing employment for deaf persons, to study educational methods of making them self-supporting, and to collect information helpful for this work. Bureau chief who is to be appointed by commissioner of printing and labor, is allowed \$2,000 salary and \$1,000 expenses. (C. 122.)

Porto Rico.—A public employment service is created in charge of a general employment agent appointed by commissioner of agriculture and labor to maintain employment offices, gather employment statistics, and to study open-

ings for employment at home and abroad, means of avoiding unemployment, and opportunities for public works in periods of depression. He must cooperate with the United States employment service. Notice received of labor disputes must be posted in offices with statements of both parties, and applicants for positions in places affected must be warned of existant disputes and are not to be prejudiced by refusal of positions under such circumstances. Persons between fourteen and eighteen are to be registered on special forms accompanied by certificates and other papers required by child labor act. Formation of night schools and their attendance by employed children is to be encouraged. Acceptance of fees and other improper acts of agents or their subordinates are forbidden. Maximum penalty, \$500 fine, or six months' imprisonment, or both. (No. 51.)

West Virginia.—Commissioner of labor is authorized in cooperation with the United States employment service to establish a free employment bureau (apparently in addition to the existing public employment service.) (C. 49.)

3. PUBLIC WORKS

Alabama.—Road laws of Limestone and Lawrence counties forbid working convicts in the same squad with other road laborers. (Nos. 312 and 411.)

Massachusetts.—In employment of scrub women or helpers in the labor service of Boston preference shall be given to all widows and first preference to widows of men who died in the city's employ. (C. 476.)

South Carolina.—Board of highway commissioners of Marlboro county is empowered to hire free labor to work in connection with chain-gangs and to use chain-gangs in connection with work being done on contract basis. Wages of mechanics, foremen, guards and other county employees are to be fixed by this board. (No. 27.) Engineer employed by Union county advisory board is to have unqualified right to hire and discharge foremen and laborers for work under his supervision, but the numbers employed and the wages paid are to be determined by the advisory board. (No. 94.) Highway commissioners of Colleton county are directed to organize and equip four "gangs" of laborers for highway maintenance and to employ them in specified parts of county. Gang foremen are periodically to be furnished with rations for their gangs for which they must give strict account to the commission. (No. 142.)

South Dakota.—State board of finance is directed to supervise employment of all state employees with a few specified exceptions, to classify and grade them, establishing uniform salaries for each grade of work, to determine the days and hours of service, and to arrange for transfers from one department to another to meet pressure of work. (C. 278.)

Wisconsin.—Board of control is directed to ascertain from state departments and institutions, tentative plans for public works and estimates of character and duration of employment thereon, number of employees to be used, wage rates, etc. Industrial commissioner, cooperating with immigration commissioner, is directed to keep constantly informed of employment conditions and to report to governor whenever extraordinary unemployment exists caused by industrial depression. At such times board of control is authorized to distribute available funds for public works among the state departments and institutions so as to provide the maximum public employment consistent with the most useful, permanent and economic extension of such works. Preference

for this employment is to be given first to state citizens, second to United States citizens, and last to aliens resident in the state. (C. 76.)

4. MISCELLANEOUS

California.—Housing is included among the list of employment conditions concerning which it is unlawful to give false information in order to secure or place labor. (C. 262.)

Florida.—Law enacted regulating the procuring of labor in one county for employment in another. (No. 179.) Preference for employment in construction of public buildings is given to residents of state. (No. 28.)

Minnesota.—Act prohibiting use of false representations or advertisements to procure labor is amended to make more specific the requirement that advertisements and proposals of employment shall give notice of existing labor troubles, and to provide a right of action for employees sustaining damages because of false representations in violation of any part of the law. (C. 272.)

Safety and Health

1. PROHIBITION

(1) EXCLUSION OF PERSONS

California.—Congress is urged to pass and submit to the states a constitutional amendment prohibiting child labor. (A. J. R. 21.)

Delaware.—In cities of more than 20,000 population boys under twelve and girls under fourteen are prohibited from selling or delivering papers, periodicals or other articles in streets or other public places, and minors under sixteen may engage in such occupation only if school attendance requirements are complied with and if badge to be secured from labor commission is conspicuously worn. Such employment during school hours or between 7 P. M. and 6 A. M. is forbidden. Commissioner may refuse to issue badges to minors physically or mentally unable to carry on such work in addition to required school attendance, and may revoke or suspend badge and employment certificate for violation of this act. (C. 204.) Minimum age for employment in occupations classified as "dangerous" is increased from fifteen to sixteen years. (C. 202.)

Michigan.—Law forbidding employment in certain places of children under fourteen, or of those under fifteen during school hours, is extended to cover quarries, as is also employment certificate law. Registers of employed minors must now cover all children under eighteen instead of sixteen. Employment certificates are required up to the age of seventeen instead of sixteen in localities having continuation schools. Employment certificate requirements are amended. Law prohibiting employment of certain children in hazardous occupations is amended to reduce the age limit for girls from twenty-one to eighteen years. Employment of children by traveling theatrical companies must be approved by commissioner of labor. (No. 206.)

Nevada.—Congress is memorialized to pass and submit to the states the pending constitutional amendment authorizing federal regulation and prohibition of child labor. Nevada senators and representatives are urged to support it. (S. J. R. 5.)

New Jersey.—Employment of children under fourteen in mines and quarries is forbidden. Penalties for parents and employers violating age, em-

ployment certificate, and dangerous occupation provisions of child labor act are graduated in accordance with the number of offenses. (C. 80.)

North Dakota.—For changes in child labor law prohibiting employment of certain children in mines and in certain places of public amusement, and authorizing board of administration to forbid their employment in other places see p. 297.

Oregon.—Persons or organizations operating public dance halls are forbidden to employ minors under eighteen, or to permit them to furnish music for public dancing therein. Violations are misdemeanors. Penalty, \$10 to \$100 fine. (C. 17.)

Rhode Island.—For extension of list of occupations prohibited for certain minors see p. 291.

South Carolina.—An act creating children's courts in counties of between 90,000 and 100,000 population confers upon them original jurisdiction over children engaging in forbidden occupations or exhibitions. (No. 148.)

South Dakota.—For exception in law prohibiting employment of children under fourteen see p. 283.

Washington.—For memorial urging passage of constitutional amendment for prohibition of child labor see p. 299.

Wisconsin.—Employers operating public eating places, meat markets, bakeries, dairies, or other places where food products are handled are forbidden knowingly to keep in their employ for such work persons afflicted with communicable or venereal disease in communicable form, and persons so affected are forbidden to continue such work. Health officers suspecting persons so employed of venereal disease may require them to submit to examinations whose expense they must bear if found to be diseased. Penalty for violation is cited. (C. 112.)

Wyoming.—For extension of list of dangerous trades in which employment of children under fourteen is forbidden see p. 300.

2. REGULATION

(1) FACTORIES, WORKSHOPS, AND MERCANTILE ESTABLISHMENTS

Connecticut.—Owners of buildings, rather than employers, are declared responsible for provision and ventilation of required toilet accommodations for employees of manufacturing, mechanical, and mercantile establishments in all cases instead of only when the building contains more than one such plant. Sanitary maintenance is still the responsibility of the employer. (C. 117.)

Michigan.—Law requiring factory safety devices where ordered by inspector is amended to require them in all cases and to declare unlawful the operation of machinery not so equipped. Unsafe machinery and equipment may be condemned by commission and its operation stopped. New installations must be inspected and approved. Fees not exceeding \$5 may be charged for inspections. (No. 206.)

New Jersey.—Smoking in factories, workshops, mills or other places where goods of any kind are manufactured is prohibited. Notices to this effect in language readable by employees must be posted in a number of specified places throughout the plant. Smoking may however be allowed in specially "protected portions" of the plant so designated by commissioner of labor. He is to enforce this act. Officials of municipal fire departments are directed to report any violations noted to him. Penalty for violations, \$10

to \$20 fine for first offense, \$20 to \$50 for subsequent offenses, or not more than 30 days' imprisonment, or both. (C. 31.)

North Carolina.—Outside fire escapes are now required on factories and workshops three or more stories high which employ ten or more (formerly thirty or more) persons above the first floor. Requirements are no longer affected by the number of inside stairways. (C. 149.)

Ohio.—Persons, partnerships, or corporations operating factories or workshops are forbidden to furnish employees with cloths or other material for wiping rags without first having such material washed with soap and alkali soda, sterilized with chemicals, and dried in heat of 212 degrees. Penalty for first violation, \$25 to \$100 fine, for second violation \$200 to \$300 fine, for subsequent offenses 30 to 90 days' imprisonment. (H. B. 625.)

Rhode Island.—Minimum age for employment during school hours in factories or business establishments is raised from fourteen to fifteen. Compulsory school attendance and employment certificate requirements are amended correspondingly. Physical examinations for employment certificates must be in accordance with standards to be fixed by board of health. These provisions are not effective until September 1, 1924. Many processes and occupations are specifically declared dangerous and prohibited for minors under sixteen and board of health may increase prohibited list either for all such minors or for any individual minor under sixteen. (C. 2367.)

Texas.—Law requiring fire escapes on buildings of three or more stories is amended to require only one fire escape for every six thousand square feet of building area in office buildings, stores, work shops, factories, and industrial plants although for hospitals, educational buildings, dormitories, hotels, boarding and apartment houses, theaters, and places of public gathering the earlier requirement of one escape to every five thousand square feet is continued. For certain other type buildings the number of escapes is further reduced. Requirements for construction, location and inspection of escapes are made more specific. (C. 170.)

(2) MINES

Alaska.—Operators of coal mines employing ten or more men are forbidden to employ as mine foremen, assistant mine foremen, or fire-bosses persons not holding certificates of competency issued within ten years by the state board of examiners or by the supervising engineer of the United States bureau of mines for Alaska. When such qualified persons are unavailable, temporary employment of any experienced men is permitted for thirty days. If qualified persons are still unavailable after thirty days, available persons may secure temporary certificates from the engineer of the United States bureau for sixty days' employment. Violation declared a misdemeanor. Maximum penalty, \$500 fine, or 60 days' imprisonment, or both. (C. 35.)

Idaho.—Mining companies are no longer forbidden to hoist or lower men at a greater speed than six hundred feet a minute. (C. 131.)

Illinois.—State mining board must hold annual examinations for electrical hoisting engineers for coal mines. Written examinations and other papers of candidates must be kept on file for six months instead of one year. Certificates of mine managers, hoisting engineers, or mine examiners may be cancelled after hearing if board finds that they were obtained by fraud or misrepresentation. Safety requirements dealing with blind pillars, safety

lamps, gas testing, cross bars, open lights, timbering, and hauling are amended. For violation of any of the "special rules," relating mainly to safety duties of employees, penalties are provided—first offense, \$5 to \$25 fine; subsequent offenses, \$25 to \$100 fine, or imprisonment for not over 30 days. (S. B. 372.) Motor generator stations or transformer stations installed underground in mines must be designated on mine maps. At least one cubic yard of sand must be kept at each station for fire fighting, and in addition two chemical fire extinguishers. Penalty for violations of these or other electrical mining safety requirements, \$50 to \$500 fine, or imprisonment for one to six months, or both. (S. B. 373.) Requirements of coal mine law for fire-proof construction of hoisting-and-air-shafts, passageways, drifts and slopes, and for distribution of chemical fire extinguishers are revised and are no longer applicable to mines employing ten men or less. Fire gongs are no longer required. Location of stables in coal mines is regulated. (S. B. 375.) Within thirty days after date of transfer of title of any coal mine, transferee is required to file in office of recorder of deeds two complete sets of maps certified to as correct by both purchaser and seller. Penalty for neglect or refusal to comply, \$500 to \$1,000 fine, or six months' to one year's imprisonment. (H. B. 570.)

Indiana.—A new coal mining code is enacted covering all mines employing ten or more men. Requirements relate to mine maps, exits, hoisting apparatus and signals therefor, means of communication, check-weighmen, ventilation, electric equipment, haulage, explosives, timbers, first aid supplies, life checks, wash houses, certificates of competency for miners, employment of minors, safety lamps, sprinkling of mines, wage payment, and mine inspection. No mention is made of former act but many sections apparently are duplicated or amended. Salary of chief mine inspector is increased from \$2,500 to \$3,000 and of assistant inspectors from \$2,000 to \$2,500. (C. 177.)

Nevada.—Requirements for separate manways in mine hoisting shafts apply to those equipped with hoisting machinery requiring a licensed engineer operator instead of to those two hundred feet deep and inclined more than forty-five degrees. Upraises of more than twelve feet driven from the back of levels, tunnels, etc., and inclined more than forty-five degrees where men are working for wages or on contract must be built with two compartments, one to be set aside as a manway, equipped with ladders, and protected by a bulkhead at the top. Ladders are no longer required in all upraises, winzes and shafts. (C. 24.)

North Dakota.—Examination of applicants for positions as mine foremen are to be conducted by a state board appointed by the governor and representing both miners and operators instead of by a county board appointed by a judge of the county district court on request of the coal mine inspector. Wash house requirements for coal mines no longer apply to those employing less than five men. Safety requirements for escapement shafts are amended. Separate air currents must be provided for every seventy-five men instead of every one hundred. Area of airways in "room and pillar" mines must be at least thirty-six square feet instead of twenty-five. Miners need have only six months' instead of a year's experience to qualify for independent work. Other minor changes are made in the coal mining code. (S. B. 386.)

Pennsylvania.—In addition to fee of \$3 formerly charged for issuance of mine foreman's or assistant's certificate, a \$2 fee must be paid on application for examination. One dollar is charged for issuance of duplicate of lost certificate. Sums so collected are to be used for mine inspection service. This section now applies only to anthracite mines. (No. 248.) Record books required at coal mines are to be sold instead of given to operators, and proceeds applied to expenses of inspection. (No. 249.) Provision is made for appointment of examining boards and examination of applicants for positions of foremen, assistant foremen, and fire-bosses in bituminous coal mines. Qualifications for each position are set forth. Fees for examination and certificates are determined. Operators are forbidden to employ persons in these positions who do not hold the proper certificates under this or earlier acts unless they are in his judgment "equally competent with the persons who are holders of such certificates." Penalty for counterfeiting or fraudulent use of certificates, \$200 to \$500 fine, or not over one year's imprisonment, or both. (No. 266.)

Utah.—Certificates of competency for mine or fire-bosses in coal mines may be granted only to United States citizens or persons who have made declaration of intention to become citizens. (C. 10.)

Wyoming.—On written request of 60 per cent of the miners employed, and after inspection, mine inspector may require employment of a sufficient number of qualified shot inspectors to do all firing of blasts in coal mines employing more than ten men where more than two pounds of powder are used in a single blast and where gas is generated in dangerous quantities. Shot inspectors are forbidden to fire shots not properly prepared and are required to keep records and post notices showing number of shots fired, not fired, and exploded. Shots may not be fired until all employees, with certain specified exceptions, have left mine. Miners are forbidden to change drill holes after approval by shot inspectors. Drilling or shooting "dead holes" is forbidden. Penalty, applying to all parts of act, \$100 to \$200 fine, not over three months' imprisonment, or both. (C. 61.) On written request of 60 per cent of employees, coal mine operators must provide bath houses if there are more than twenty employees who will use them. Reasonable charge not exceeding one dollar a month may be made for privilege of using such houses. Specifications for their construction and equipment are included in act. Mines to which water must be hauled in railroad cars are excepted, also those to be abandoned before January 1, 1925. Bath houses already constructed need not meet with specifications of this act but inspectors may require changes therein where necessary. Penalties are provided for operators failing to comply and for employees breaking, destroying, or defiling such bath houses. (C. 63.)

(3) TRANSPORTATION

Arizona.—On the ground that official statements show that faulty railroad equipment is being widely used by railroads and that the federal inspection staff is admittedly inadequate to prevent this practice, although thousands of extra deputy United States marshals have been appointed to enforce the federal injunction against the strikers, the United States government is requested to appoint sufficient locomotive inspectors and safety car appliance inspectors to permit having one inspector of each type assigned to each eight-

hour shift at every terminal in order to protect the public and the railroad operatives. (H. C. R. No. 6.)

Maine.—A number of changes are made in safety regulations and inspection requirements for inland boats. (C. 149.)

Michigan.—Railroad companies are required to equip locomotives weighing over 110,000 pounds and operated in or through state for more than one hundred miles with automatic fire box doors of specified type. Switch engines are excepted. Violations are declared misdemeanors. Penalty, \$25 to \$100 fine for each day of use. Public utilities commission is directed to enforce act. (No. 86.) Steam railroads operating more than one hundred miles of track are forbidden to use within the state caboose cars not meeting specified standards of construction and equipment except on switch runs. Violations declared misdemeanors. Penalty, \$100 to \$500 fine. Penalty for officer or agent responsible, same fine, or 30 to 90 days' imprisonment, or both. Public utilities commission is directed to enforce act. (No. 123.) Powers of public utilities commission to require devices to protect employees on locomotives from exposure are broadened. (No. 127.)

Minnesota.—Law requiring headlights on locomotives is amended to require similar lights on locomotive tenders, and to require "electric classification signal lights" on engines used for any service other than switching. (C. 392.)

Missouri.—Regulations for construction and equipment of caboose cars are made stricter from and after September 1, 1925. New requirements cover strength of construction materials, safety of steps, and adequacy of ventilation. Specific penalty is provided of \$100 to \$500 fine for each caboose used in violation of this act. (H. B. 80.) First aid kits suitable for treatment of persons injured through the operation of trains, and containing at least certain specified articles, must be provided by steam railroad management for all trains operated within the state. Employees must report to offices whenever such kits are used. Penalty for managements or employees violating these provisions, \$5 to \$25 fine for each day of violation. Management is allowed three days after employee's report to replace used equipment. (C. S. H. B. 517.)

Nebraska.—Powers of state railway commission to require suitable facilities at stopping places for comfort of persons accompanying stock on trains are broadened. (C. 162.)

New Hampshire.—Exemption is no longer effective which allowed continued operation of improperly equipped cabooses if these were in use before April, 1913. However, cabooses with two-wheeled trucks may now be operated within yards or for runs not requiring their use by crews for more than ten miles in any one day. (C. 112.)

New York.—Operation of law regulating construction and equipment of caboose cars is deferred for another year. (C. 519.)

Ohio.—Railroads are forbidden to operate in the state locomotives regularly assigned (for more than three consecutive days) in mine run, drop or package local freight, or switching service, unless they are equipped with two or more footboards whose dimensions, location, and manner of application are as prescribed by the public utilities commission. Failure to comply is declared a misdemeanor. Penalty, \$100 to \$500 fine for each offense.

Public utilities commission is charged with enforcement of act. (S. B. 163.)

Vermont.—Caboose cars hereafter purchased, built, or rebuilt for use on railroads operating within the state must comply with specified standards for safety and comfort of employees. Penalty for violation, \$100 to \$300 fine for each offense. (No. 94.)

Wisconsin.—Mechanical fire doors are required on hand fired engines weighing 100,000 pounds or more and used for intra-state operation. Railroads having less than fifty miles of tracks are exempt. (C. 56.) Railroad companies may not operate locomotives weighing 100,000 pounds or more on trunk lines within the state unless equipped with independent or straight air brakes except in certain specifically defined emergencies. Penalty, \$25 to \$1,000 fine, each day of operation constituting a separate offense. (C. 137.) Railroad companies are forbidden to operate within the state between November 15 and April 1 engines not equipped with suitable and approved cab curtains conforming to certain stipulated standards. Plans for such equipment and work must be submitted to state railroad commission by September 1, 1923. Penalty, \$25 to \$100 fine, each day of operation constituting a separate offense. Railroad commission is directed to enforce this act. (C. 139.) Railroads operating fifty or more miles of track are forbidden to use in Wisconsin intra-state work any road engine weighing 200,000 pounds or more not equipped with a power reverse gear. Penalty, \$100 fine. (C. 154.)

(4) MISCELLANEOUS INDUSTRIES

Alabama.—Cities and incorporated villages of 100,000 or more population are authorized to regulate location, construction, and repair of buildings used for trade, industry, or residence, to promote health, safety, and general welfare. Provision is made for appeal, hearing, and amendment of regulations. (No. 435.)

Arkansas.—For new boiler inspection requirements see p. 325.

Colorado.—Cities and incorporated towns are authorized to regulate height, size, location, and use of buildings for trade, industry, and residence, in order to promote safety, health, and welfare. Provision is made for hearings on and changes in such regulations. (C. 182.)

Connecticut.—Child between ages of fourteen and sixteen, although not meeting educational requirements may not be required to continue schooling if its mental or physical condition makes instruction impractical or inexpedient as determined by school authorities. (C. 6.)

Delaware.—For employment certificate requirements in street trades see p. 289. Parents violating compulsory school attendance law may be convicted either by a justice of the peace or by the superior court. (C. 175.) Cities and incorporated towns are authorized to regulate construction, reconstruction, repair, and use of buildings for trade, industry, or residence in order to promote health, safety, morals, and general welfare and to secure, among other things, adequate light, air, and fire protection. Procedure for passage and amendment of such rules and for appeals therefrom is provided for. In case of conflict of such rules with other laws or ordinances, standards of the stricter legislation are applicable. (C. 114.) Licenses, renewable annually, are required for manufacture of soft drinks, syrups and other non-alcoholic beverages. Places used for manufacture, packing, sale, or storage of such drinks must be properly ventilated, lighted and plumbed and

conducted with regard for purity of product and health of employees. Detailed requirements are made for sanitation of plant, machinery and receptacles. Sanitary wash-room and toilet must be provided. Employees' clothing must be clean. No persons afflicted with contagious or infectious disease may be employed. Licenses may be revoked for violation. Board of health is directed to enforce act. (C. 55.)

Hawaii.—Compulsory school attendance age is reduced from fifteen to fourteen years. Former exemption for employed children of fourteen or over is repealed. (Act 73.)

Indiana.—For duty of employers to render places of employment safe and sanitary and for powers of new building council to enforce this provision see p. 328.

Iowa.—Elevators, their shafts and machinery, hoistways, hatchways, and wellholes must be safely constructed, guarded, equipped, maintained and operated. Hoisting devices under jurisdiction of mine inspector are not subject to this act. Provision is made for appointment by governor of conference board, representing the university and mechanical arts' college engineering departments, an elevator construction company, a casualty company, and the bureau of labor statistics, to prepare a code of standards and rules for construction, installation, equipment, maintenance, and operation of elevators. No elevator failing to comply with code may be operated. Commissioner of labor is directed to enforce act and code, inspect elevators, and to prohibit their use when below standard. Cities and towns may regulate and inspect elevators in a manner consistent with this act. Violation of act or code is declared a misdemeanor. Penalty, \$25 to \$100 fine, or 30 days' imprisonment, or both. (C. 18.) Act similar to that of Alabama permits cities and towns to regulate height, size, and location of buildings for trade, industry, or residence purposes. (C. 134.)

Kansas.—Employed children fourteen years of age or less are no longer exempt from school attendance requirements. Permits for employment during school hours are now required up to sixteen instead of fifteen years of age, and are issued by school superintendents. Number of truant officers to be appointed in cities is no longer limited. (C. 182.)

Michigan.—For change in employment certificate and employment register requirements see p. 289.

Minnesota.—Board of health is authorized to make regulations to control construction, equipment and maintenance in respect to sanitary conditions of lumber and other industrial camps. (C. 227.)

Montana.—Low pressure cast-iron sectional boilers carrying not over fifteen pounds steam pressure are exempt from act regulating use of boilers and steam generators. Purchasers of stationary or traction boilers must notify inspector of purchase within ten days. (C. 140.)

Nevada.—Highway construction camps employing five or more persons must provide suitable sleeping quarters maintained in good repair and sanitary, dry condition, allowing adequate air space and equipped with sanitary beds or bunks with at least twenty inches perpendicular clear space between them. Bedding must be supplied on request for which reasonable charge may be made. Grounds, places where food is served or prepared, dishes, and cooking utensils must be kept clean. Suitable privies or toilet facilities,

sheltered, screened, and in sanitary condition must be maintained, and garbage and other waste properly disposed of daily. Employers, their agents, camp superintendents, and foremen are made responsible. State board of health is directed to enforce act with assistance of county health officers, and is empowered to prescribe reasonable standards and regulations. Non-conforming camps are declared public nuisances and may be abated as such. Violations are misdemeanors. Maximum penalty, \$200 fine, or 60 days' imprisonment, or both. (C. 47.) In an act similar to that of Alabama, cities and incorporated towns are authorized to promote health, safety, morals, convenience and welfare by regulating height, size, location, and use of buildings, yards, and courts for trade, industry or residence purpose. (C. 125.)

New Jersey.—Upon request, any child between the ages of sixteen and twenty-one furnishing any of a number of specified proofs of age, may receive a certificate of date of birth from the local supervisor of school exemption certificates. Such certificates must contain name, date of birth, residence, and an accurate description of the child, must state that required proofs have been submitted, and must be signed by child before the issuing officer. One copy thereof must be given to child, the other filed with labor commissioner. Employers may demand such certificates and samples of signatures from children applying for positions, and may submit same as conclusive evidence of age of employed children in any actions in which such age is a material fact. (C. 88.) For change in child labor law penalties see p. 289.

New Mexico.—Act recodifying school laws raises compulsory attendance age from fourteen to sixteen but exempts children between fourteen and sixteen who hold employment certificates. These, however, must attend part time schools which are to be established in school districts having fifteen or more such employed children. Such schools must be in session at least five hours a week and 150 hours a year between 8 A. M. and 6 P. M. Attendance of such children must be permitted by employers, under penalty of \$5 to \$50 fine for each offense, and must be counted as part of maximum legal working hours. Penalties are increased for parents failing to comply with school attendance law. (C. 148.)

New York.—In New York City only, sanitary certificates of bakeries required by state labor law are exempted from usual annual renewal requirements and are operative until revoked or suspended after hearing. (C. 454.) Definition of places of public amusement in the law regulating safety and sanitation thereof is amended to narrow its scope and to make more specific its inclusions and exclusions. Definition of "enforcing authority" is omitted. (C. 745.) New York City is exempted from the law governing safety and sanitation of places of public assembly. (C. 885.) For issuance of age certificates to minors over sixteen see p. 307.

North Carolina.—Cities are empowered to regulate location, construction, repair and use of buildings for trade, industry or residence in order to promote health, safety, morals, and general welfare. Provision is made for hearings, appeals, and amendments in rulings. (C. 250.)

North Dakota.—Age requirement for employment in mines is raised from fourteen to sixteen years. Evidence of any employed child's compliance with employment certificate or age requirements may now be demanded of em-

ployer by representatives of the workmen's compensation bureau, board of administration, county board of child welfare, or any other officer authorized to enforce child welfare and child labor laws, instead of only by school authorities. Requirements for employment certificate are amended and new certificate is required for each position. Certificates may be revoked for misuse, or when physical or moral welfare of child will thus be best secured. Minors employed in domestic service and farm labor are exempted from hour restrictions. Employment of other minors under sixteen is specifically limited to six days a week. Employment of children under sixteen in places of public amusement, formerly prohibited only if liquor was sold therein, is now allowed only if permit has been obtained from juvenile courts or county child welfare boards who are satisfied that employment proposed will not interfere with child's welfare. Board of administration is empowered to issue general or special orders supplementing the child labor law, fixing maximum hours, minimum wages, conditions of work and classifications of employments for minors, and prohibiting their employment in any occupation or place prejudicial to health, safety, and welfare. Violations of such orders are to be penalized in the same way as violations of the child labor law. Other minor changes are made in child labor law. (S. B. 177.) For transfer of authority to enforce law regulating bakeries and food factories see p. 332.

Ohio.—A board of building standards is created in the department of industrial relations, to consist of the chief of the division of workshops, factories and public buildings, who shall be secretary, an employee of the department of industrial relations appointed by its director, who shall be assistant secretary, a sanitary engineer from the health department appointed by its director, and four other members appointed by the governor, one of whom must be an attorney and the others persons experienced in building problems. Members appointed by governor are to receive \$10 for each day of service but not over \$1,500 a year plus their expenses. Board is empowered to formulate and recommend to the legislature desirable amendments or additions to existing legislation, to make rules determining what materials, fixtures, devices and methods are equivalent to standards fixed by law, to recommend to industrial commission, public health council, or other official bodies having jurisdiction in this field desirable amendments or additions to rules, orders, and standards, to conduct hearings and make investigations, to require the department of industrial relations to make investigations and tests for its information, and to formulate additional rules and standards, all to cover construction, alteration, repair, and equipment of all buildings except single or two-family dwellings, including their lighting, heating, ventilating and plumbing, to the end that they may be free from hazard to life, health, safety and welfare of person occupying and frequenting them or of the public. Buildings not conforming to state laws, local ordinances, and rules of this board are declared public nuisances and their continued construction or occupation may be enjoined. Plans for construction of public buildings must be approved by board as well as by local officials having jurisdiction. Provision is made for appeal first to board and then to courts in case of hardship worked by rulings or standards. (H. B. 539.)

Oklahoma.—To promote health, safety, and morals cities are authorized to regulate height and size of buildings, size of yards and courts, and location

and use of structures for trade, industry or residence purposes, to insure, among other things, adequate light, air, and fire protection. Provision is made for appeals and exceptions in certain cases and for general procedure under this act. (C. 178).

Oregon.—Children who have completed the eighth grade are exempted from school attendance and penalty is increased for parents not complying with school laws. (C. 1.) Enforcement provisions of law regulating sanitary conditions in places where food is manufactured, prepared for sale, packed, stored, or distributed are strengthened. (C. 166.)

Pennsylvania.—Construction, equipment, and operation of buildings used as dry cleaning or dyeing establishments is regulated to reduce fire and explosion hazard therein. Permits to carry on such businesses must be obtained from bureau of fire protection, department of state police. Penalty for violation of act, \$10 to \$50 fine for first offense, \$100 to \$500 fine or not over 60 days' imprisonment, or both, for subsequent offenses. (No. 114.) Boiler inspection act is amended to provide that all boilers covered therein shall be constructed, installed, and operated in accordance with the rules and regulations of the department of labor and industry. Specific requirements for steam gauges and valves are repealed. Inspection requirements are made stricter. A schedule of inspection fees is included in act. Certain types of boilers are exempted. (No. 297-B.) Scope of elevator safety law is broadened and specific safety requirements are replaced by provision that all such devices shall be constructed, maintained, and operated in accordance with rules of department of labor and industry. Inspection is provided for and fees are payable for inspection and operating certificates. Inspectors must hold certificates of competency awarded after examination, for which fees are also charged. All sums collected are to be held in special fund and applied to expenses of enforcing this law. (No. 298-B.)

Porto Rico.—Law regulating safety of scaffolds and other building equipment is amended to require notification of chief of bureau of labor within five days after any work is begun requiring construction of scaffolds. (No. 25.)

Rhode Island.—Law prohibiting location of bakeries and certain other food factories in cellars is modified to permit use of cellars at least ten feet high which are adequately drained, lighted, and ventilated and whose floors, walls and ceiling are smooth and impervious to moisture seepage. (C. 2331.)

Tennessee.—For power of labor commissioner to require safeguards and safe practices in places of employment see p. 335.

Texas.—Children over twelve must now have completed seven instead of four school grades before claiming exemption from school attendance to support needy parents. (C. 121.)

Vermont.—For new enforcement provisions of fire escape law see p. 335.

Washington.—Congress is memorialized to pass a constitutional amendment which, when ratified, will give it power to regulate or prohibit the labor of persons under eighteen, and which will reserve to the states the power to make additional regulations to the same end. (H. J. M. 1.)

Wisconsin.—Construction, equipment, and operation of cleaning and dyeing establishments is regulated to reduce fire and explosion hazards therein. Permits to carry on this business must be obtained from industrial commission. Permit fees range from \$5 to \$50. Commission is directed to enforce

act, to appoint necessary inspectors, and to make rules and standards to that end. Penalty for violation of act, \$25 to \$200 fine; for failure to comply with a commission order, \$10 a day during period of failure. Penalties and fees collected are to be applied to expense of administering the act. (C. 434.) Section of child labor law rendered meaningless by a former act is repealed. (C. 409.) Congress is memorialized to amend the United States constitution to permit enactment of a federal child labor law, and then to enact such a law. (J. R. No. 8.) Sections of law providing for inspection and regulation of bakeries and confectioneries are renumbered. (C. 152.) Laws regulating tenement manufacture and sanitary inspection of hotels and restaurants are re-worded and re-numbered but not apparently changed in meaning by recodification of public health law. (C. 448.)

Wyoming.—Employment of children whose attendance at school is required is specifically forbidden during the time when public schools are in session. List of dangerous trades is extended. All minors under sixteen must have permits for such work. Commissioner of labor and statistics, commissioner of education, and secretary of board of health are to act as a child labor commission empowered to declare additional occupations injurious to health, safety or morals of children under sixteen, thereby including them within this section. Work permits may be issued only to children at least fourteen years old, verified by certain proofs, who have completed eight grades of school and secured prospective employment, and who are in sound health and able to undertake such employment in opinion of school physician or public health officer. Children's hours are limited to eight instead of nine a day and forty-eight instead of fifty-six a week. A six-day week is provided for and night work is prohibited. Provisions cover children up to the age of sixteen instead of fourteen. Child labor commission and all police, peace and probation officers are charged with enforcement of this law and are given access to all places where minors are employed. Penalties are strengthened. (C. 48.) Compulsory school attendance age is raised from fourteen to sixteen. (C. 42.) Cities and incorporated towns and villages are authorized to regulate location, construction, repair, and use of buildings for trade, industry, and residence, in order to promote health, safety, morals and welfare. Provision is made for appeal and amendment of rulings. (C. 78.)

Social Insurance

1. INDUSTRIAL ACCIDENT INSURANCE

(1) EMPLOYERS' LIABILITY

Arizona.—Costs of physical examinations in personal injury suits are to be assessed against the party requesting that they be made. (C. 30.) State treasurer is directed to pay claim of United Verde Copper Company for surgical treatment and care rendered an employee of state highway department. Appropriation of \$1,531.80 made for this purpose. (C. 16.)

Colorado.—It is declared unlawful to solicit the business of collecting, through an action brought outside the state, damages for personal injury or death sustained in the state, or to induce any person to bring such outside suit where the right of action rests in a state resident against a party subject to service in the state. Violations are misdemeanors. Penalty, \$100 to \$5,000 fine, 30 days' to one year's imprisonment, or both. (C. 96.)

Connecticut.—Any person other than a lawyer is forbidden to solicit or advise institution in this state of any action for damages in a case from which he would directly or indirectly receive compensation from the plaintiff or his lawyer, or where lawyer's fee is to be determined by amount recovered. (C. 147.) Comptroller is authorized to contract for insurance covering state liability for injuries suffered by or caused by employees of highway department. (C. 211.) Hospitals which receive state aid are given first lien on proceeds of any accident and liability insurance policies of a patient whose injuries are not covered by the workmen's compensation law, to extent of services and materials supplied to patient, provided written notice is served on insurer before it pays insured. If all parties agree on amount due for treatment, insurer shall pay such sum direct to hospital. In case of disagreement action of interpleader may be brought in court by either party. (C. 235.)

Delaware.—Law regulating aeronautics provides that liability of the aircraft owner for injury to passengers or employees of his aircraft or another with which it may collide shall be determined by laws applicable to similar injuries on land, and that operator employed shall be liable only for results of his own negligence. (C. 199.)

Hawaii.—Act concerning aeronautics similar to that of Delaware determines liability of owner for injury to operator of his own or another aircraft and liability of operator for injury due to his negligence. (Act 109.)

Michigan.—Liability of owner of aircraft for injury to operators or passengers is determined in a law concerning aeronautics similar to that of Delaware. (No. 224.)

Minnesota.—Law determining liability of steam railroads for injury or death of their employees is amended to vest the right of action in death cases in a "personal representative" of the deceased employee for the benefit of the dependents in the order previously named. (C. 333.)

Nebraska.—Law determining liability of railroads to injured employees is amended to provide that recovery of damages for injury in action brought against the railroad shall not impair right of employees to insurance or other relief benefits for which they have contracted, any agreement to the contrary hereafter or heretofore made notwithstanding. (C. 80.) Railway companies are specifically declared liable to employees for injuries resulting from use of inadequate or defective tools and appliances employed, under direction of a foreman or other superior, because of company's failure to furnish adequate ones, and employees are not to be deemed guilty of contributory negligence in such cases. (C. 81.) Law requiring common carriers to make annual reports including, among other data, statistics of accidents to employees and damages paid therefor, is amended to make neglect or refusal to comply within a specific time a misdemeanor, and to decrease the minimum penalty from \$500 to \$50. Certain rural telephone systems are exempted from these requirements. (C. 171.)

Nevada.—Liability of aircraft owners for injury to employees is determined in an act concerning aeronautics similar to that of Delaware. (C. 66.)

New Hampshire.—Law making contributory negligence a valid defense in actions for personal injury is amended to apply also to actions for injury to personal property. (C. 13.)

New York.—For extension of time limits on right of action in certain maritime injury cases see p. 308.

North Dakota.—An act concerning aeronautics makes provision similar to those of the Delaware law covering liability of owners and operators of aircraft for injury to persons or property. (S. B. 64.)

Ohio.—For cancellation of open liability feature of workmen's compensation act see p. 308.

Tennessee.—Law concerning aeronautics similar to that of Delaware determines liability of owner for injuries to operator of his own or another aircraft and also liability of operator for injuries to others due to his own negligence. (C. 30.)

Washington.—It is declared a misdemeanor to solicit employment for oneself or another in asserting outside the state claims or rights of action arising from death or personal injury in the state if both parties to such action are residents of the state or subject to process therein. (C. 156.)

(2) WORKMEN'S COMPENSATION

a. Acts Supplementary to Existing Laws

Alabama.—Duties of compensation commissioner transferred from department of archives and history to bureau of insurance. (No. 464.)

Alaska.—Act which formerly covered only mines employing five or more persons is now extended to include all businesses, occupations, and industries employing five or more persons except domestic service, agriculture, dairying, or railroading. Waiting period is reduced from two weeks to one, still retroactive after eight weeks. Benefits are increased 30 per cent throughout the act. Death benefits payable to non-resident aliens are reduced to 75 per cent of normal benefits. Compensation for temporary disability is no longer limited to six months. Failure of dependents to serve notice within 120 days no longer bars recovery of death benefits if employer had knowledge of the injury within that time, except in cases where after lapse of 120 days employer paid the compensation to another claimant whom he in good faith believed to be entitled thereto. Amount of employers' deposit with court increased to correspond to increased benefits. An attempt to recover compensation in a court outside of Alaska no longer forfeits claim, and is permitted in certain cases. Periodic examinations need not be by Alaskan doctor when employee is not in Alaska. (C. 98.) For appropriation for collection of accident and compensation statistics see p. 325.

California.—Definitions of "employment" and "place of employment" are amended to include demolition and excavation and any "enterprise or project." Inclusion of managers in definition of "employers" is made more specific. (C. 90.) Managing representatives and superintendents for partnerships, as well as those for corporations, are now included as employers whose wilful misconduct increases award for injury resulting therefrom. (C. 161.) When claim is filed in any case where employer has failed to insure, commission may direct county clerk to attach and hold as security property of employer sufficient to cover greatest probable award. (C. 197.) In cases settled by compromise agreement not approved by commission and for less than full amount allowed by act time limits for filing claims for medical, surgical and hospital treatment is extended to two years. (C. 379.) Commission's power to fix attorneys' fees applies to charges for services in commission or court

proceedings. Notice of approved claims against compensation award may be given insurer direct. Medical or legal fees judged unreasonably high by commission are not enforceable. Privilege of any person, except an attorney admitted to state supreme court practice, of representing employers before commission may be denied for violation of provisions controlling legal fees. (C. 381.)

Colorado.—Weekly maximum is increased from \$10 to \$12. Funeral allowance is increased from \$75 to \$125. Maximum allowance for permanent total disability or for aggregate disability and death benefits is increased from \$3,125 to \$3,750. Maximum allowance for permanent partial disabilities other than those covered in specific schedule is increased from \$2,600 to \$3,120; for temporary partial disabilities from \$1,300 to \$1,560. (C. 200.) Dependent brothers under eighteen are entitled to death benefits without necessity of proving themselves incapable of self-support. Compensation accrued but unpaid at time of death is payable direct to dependents, or if there are no dependents, may be applied to expenses of last sickness and burial. Death benefits to non-resident aliens are decreased from one-third to one-fourth of normal payments, and may be made through consular service in certain cases. Allowance for period of temporary total disability is to be paid in addition to all permanent partial disability awards. Certain injuries formerly covered in specific schedule are omitted. Hand and foot injuries are to be compensated differently in certain cases. Hernia operation costs are no longer limited to \$50 but right to elect operation is limited to a reasonable time as fixed by the commission. Provisions covering election and rejection of coverage are amended. Policies must be written on approved forms. Employers uninsured at time of accident must deposit sum covering present value of full award or file bond therefor with commission. In case of failure award may be entered as a court judgment. Claims must be filed within six months instead of a year, except in death cases, but need no longer be ratified if filed by another on behalf of claimant. Interest at 8 per cent must be paid on overdue awards or instalments unless commission deems excuse given for delay valid. State fund may appeal to court from commission's awards with permission of at least one commissioner. Other minor changes are made. (C. 201.) In permanent injury cases full compensation is to be paid policemen and firemen without the usual deduction of amounts received from other public disability benefit funds. (C. 202.) Provision for agreements is cancelled. Employer is required to notify commission within fifteen days after injury whether he admits liability, and if so, to specify amount and beneficiary. Thereupon payments must begin but further adjustments may be made after hearings. No settlement is final until approved by commission. In addition to sworn testimony taken at hearings commission may use as proof physicians' reports, its own investigators' reports, employers' records, and hospital records. Provisions covering original hearings, referees' awards, and reviews are amended to simplify and hasten procedure. Evidence may be taken by special persons appointed by commission for that purpose, including compensation officials of other states in certain cases. (C. 203.)

Delaware.—Employees of mayor and council of Wilmington, except those elected or appointed to office for a definite term, are specifically included under the workmen's compensation act. Mayor and council must secure self-insurance certificate from industrial accident board. (C. 206.)

Georgia.—Requirement for written notice to employer is waived if oral notice has been given within thirty days. Such notice may be given any agent, representative, foreman, or immediate superior of the employee. Compensation during total disability, but for not more than ten weeks, is allowed in addition to schedule payments for permanent partial disability. Death benefits, apparently payable formerly only if death resulted from injury after a period of disability, are now payable also in cases of instantaneous death. Maximum total compensation is raised from \$4,000 to \$5,000. Accidents must be reported to commission if they last more than seven (formerly fourteen) days. Fines for failure to make such reports apply to insurers where they are to blame and may be assessed directly by commission without necessity of court action. Failure to insure is declared a misdemeanor and regular penalty of penal code replaces special penalty for this offense. Reasonable attorney's fees may be assessed against employer and award may be increased 10 per cent in case of failure to insure. (Part I, Title VI, No. 64.) For 1922 amendments to workmen's compensation act see *American Labor Legislation Review*, Vol. XII, No. 4, p. 243. (Part I, Title VI, Nos. 490 and 513, Laws of 1922.) City charter of Augusta is amended to permit retirement on half pay of employees who have served for twenty-five years and who are no longer able, in the opinion of an official city physician, fully and competently to perform their duties. (Part III, Title I, No. 199.)

Hawaii.—Cost of medical, surgical, and hospital care, formerly limited to \$150, is now unlimited. Wilful obstruction of such care may be construed by board as a total or partial waiver thereof. Weekly maximum for total disability benefits is raised from \$18 to \$20 and weekly minimum from \$3 to \$5. Permanent partial loss or loss of use of a member is to be compensated as a proportionate part of the total loss thereof. Aggregate compensation for temporary total and permanent partial disability may not exceed \$5,000. Amount of compensation allowed by or recovered under workmen's compensation act are not considerations admissible as evidence in third party actions. Requirement for notice to employer is waived if medical care has been furnished. In case of suspected fraud board may reopen case at any time on petition of either party or on its own initiative. In cases appealed to court board must be notified and heard. Twenty instead of ten days are allowed for bringing an appeal. (Act. 249.)

Idaho.—For reduction of salary of state fund manager see p. 327. For reduction of salaries of compensation commissioners see p. 327.

Illinois.—Appointed members of fire departments in cities whose population exceeds 200,000 are specifically excluded in the definition of "employee." (H. B. 89.) An act of 1921, declared technically invalid, allowed benefits under the workmen's compensation law for disability or death due to certain occupational diseases, but destroyed the former right to bring suit for disability or death due to any occupational disease resulting from the employer's failure to take reasonable preventive measures. This is superseded by an act granting benefits under the workmen's compensation law for the same diseases covered in the 1921 act and making this the exclusive remedy in these cases, but continuing the employee's right to bring suit under the original conditions in all other occupational disease cases. Procedure and administra-

tion for occupational disease claims under the workmen's compensation law are to be the same as for accident claims. (H. B. 228.)

Indiana.—Compensation law applies to all minors over fourteen instead of only to those lawfully employed. Double compensation is payable to minors between the ages of fourteen and sixteen if injured while employed in violation of any provisions of child labor laws, and to minors between the ages of sixteen and eighteen if injured while engaged in a prohibited occupation. (C. 76.) For exclusion of certain public utilities' employees from workmen's compensation act see p. 324.

Iowa.—Law-enforcing officers, except those subject to policemen's pension fund, are entitled to compensation for injury or death in accordance with maximum provisions of the workmen's compensation act. Industrial commissioner is directed to handle such cases for state. (C. 17.) Compensation awards are exempted from garnishment, attachment, and execution. (C. 206.)

Maine.—Revision of military law provides that a member of the national guard or naval militia injured in the course of duty therewith shall be compensated under the workmen's compensation law and that the award shall be based on his earning capacity in his customary and regular occupation. (C. 174.)

Massachusetts.—Waiting period is reduced from ten to seven days. (C. 163.) Failure to make claim is no longer a bar to recovery in cases where insurer has made compensation agreement or payment to employee. (C. 125.) Certain technical requirements as to form of compensation policies and printing thereon are repealed. (C. 139.) For appointment of additional reviewing boards see p. 328. For increase of salaries of industrial accident board members see p. 328. Cities and towns may make appropriations, not exceeding in any single year $\frac{1}{20}$ of 1 per cent of their assessed property valuation or totalling at any given time more than 1 per cent of such valuation, to establish funds for the payment of accident compensation claims of their employees. Such funds are to be administered by the city or town sinking fund commissioners, if any, otherwise by commissioners of trust funds. (C. 234.)

Minnesota.—Commercial threshermen and commercial balers are defined and their employees are specifically excluded from the category of "farm laborers" and thus brought within the workmen's compensation act. (C. 91.) Provisions controlling right of action against third parties are amended. Differentiation is made between third parties engaged in a business or enterprise related to that of the employer and others. Court is authorized to permit interference of employer in certain third party cases not diligently prosecuted by employee, and *vice versa*. (C. 279.) With approval of commission employers may exclude medical expense in insuring liability for compensation. Separate risks of the same employer, so determined by commission, may be individually insured or self-insured. In addition to former \$50 fine for failure to secure compensation employer must pay a penalty equal to five times his lawful premium for period of non-compliance beginning ten days after service of notice by commission, amount to be determined by compensation insurance board. Penalties under this section are to be credited to the second injury fund. (C. 282.) Notices of election to accept or reject the act must be made on prescribed forms and are effective in regard to any accident if filed any time prior to it instead of thirty days before. Contracts

containing rejection of act must be filed with commission. It may designate where notices of employer's rejection are to be posted. Provisions for disfigurement compensation are amended in several respects including increase of maximum period of payment therefor from fifty to seventy-five weeks. Disability compensation accrued and unpaid at time of employee's death proximately caused by accident, is made payable to dependents without probate administration. In remarriage cases, lump sum payment to widow without dependent children is limited to two years' compensation. Where there are dependent children in such cases, payment is no longer to be made directly to them but is to be made to some person designated by commission to be used for their benefit. If dependency of children ceases before equivalent of widow's lump sum remarriage payment has been exhausted, balance is now payable to her. Employer's payment to second injury fund in case of death of employee leaving no dependents is increased from \$100 to \$200. All penalties collected under workmen's compensation act are made payable to this fund. Former limit of \$100 on medical and similar care is removed. Orders extending time of such care are subject to hearing and review on demand of any interested party. Commencement of proceedings to recover compensation, formerly limited to two years after employer's written report of injury or death, is now further limited to six years from date of accident. When a neutral physician is called by commission to examine an employee, a copy of his findings must be given both parties and within five days either may demand his appearance for cross-examination. Provisions covering the calling of hearings and procedure in case of appeal for review by commission or court are amended. Time for appeal to commission from first award is extended from ten to twenty days. Judges are given authority to review awards on certain grounds when application is made for judgment to recover unpaid compensation. Method of computing weekly wage is defined. Injuries received during transportation to or from work, if such transportation is regularly furnished by employer are specifically declared compensable. (C. 300.) Weekly maximum is increased from \$18 to \$20. (C. 408.) New law creating benefit fund for volunteer firemen injured or killed in the course of duty specifically excludes them from provisions or benefits of the workmen's compensation act. (C. 179.) Commissioner of highways is required to report to industrial commission all accidents occurring to its employees in the same manner and under the same conditions as if it were a private employer except that no statement on liability for compensation is required. Procedure for determining right to compensation is the same as for private employees. Procedure for awards, objections, and hearings is set forth in this act. Benefits, according to the workmen's compensation act, are payable from trunk highway fund. (C. 242.) For change in membership of compensation insurance board see p. 329.

Missouri.—Workmen's compensation law, H. B. 73 passed in 1921, was defeated on referendum vote in November, 1922, election and is now void.

Nevada.—Compensation is made retroactive to the date of the injury after one week instead of two. (C. 106.) For power of industrial commissioner to invest a part of state insurance fund in an office building see p. 330.

New Hampshire.—Employer is for the first time required to furnish medical, hospital, and other remedial care for first fourteen days after injury,

but such care shall not be deemed evidence of liability in case employee elects to sue. Dependents not resident in the state are no longer excluded from receiving death benefits. Waiting period is reduced from two weeks to one and payments are retroactive to the date of injury. Weekly maximum is increased from \$10 to \$15. (C. 91.)

New Jersey.—Waiting period remains ten days but is made retroactive to the date of injury after seven weeks' disability. Weekly maximum is increased from \$12 to \$17 and weekly minimum from \$6 to \$8. Compensation for total permanent disability may be extended beyond the former 400-week limit if employee has submitted to training prescribed by rehabilitation commission but is still unable to earn full wages. Amount of such extended compensation is to be reduced in proportion to employee's actual earnings and may be revised from time to time, but payments shall continue during entire period of reduced earning capacity. Dependents are not, however, entitled to accrued payments beyond 400 weeks in case of employee's death from cause other than injury. Funeral expenses are increased from \$100 to \$150. Expenses of last sickness are subject to the same restrictions and extensions as other medical benefits. Death benefits are payable to minors to the age of sixteen instead of eighteen, but they no longer cease at the end of three hundred weeks if the age limit has not been reached by that time. Maximum period for payment of all consecutive benefits is increased from 400 to 500 weeks and does not apply to extended permanent total disability allowances or death benefits of dependents under sixteen years of age. (C. 49.) Insurance companies and self-insurers are required to pay annually to commissioner of labor 1 per cent of total compensation payments made by them during preceding year. Such funds are to be used in cases of total disability resulting from second injuries to pay that portion of total disability award not covered by amounts due for the two separate injuries. This provision is made retroactive to include all such cases arising since amendment of total disability provisions in 1919. Balance of money received is to be credited to rehabilitation fund. (C. 81.)

New York.—Evidence eligible for proof of dependency of non-resident aliens is defined. (C. 46.) Funeral allowance is increased from \$100 to \$200. (C. 566.) As an alternative to the methods of insuring their workmen's compensation risks at present permitted, a county and those of its cities, villages, and towns which agree to participate may mutually insure their liability. Detailed specifications for such insurance systems are set forth. (C. 567.) In absence of substantial evidence to the contrary, verified medical and surgical reports submitted by claimants shall constitute *prima facie* evidence as to the facts contained therein. (C. 568.) Double compensation is provided for minors under eighteen injured while employed in violation of any provision of the labor law. Employer alone is responsible for this additional compensation and any insurance policy attempting to relieve him from the increased liability is declared void. Minors over sixteen may obtain age certificates from employment certificating authorities, which shall be conclusive evidence of age in cases arising under this section. (C. 572.) Reasonable care and maintenance charges of minors under eighteen who are inmates of public institutions in New York City are to be defrayed from death benefits due such minors under the workmen's compensation law. Any

surplus shall be distributed in accordance with other sections of the compensation law. (C. 571.) For a period of one year, time limits are waived on right to bring damage suits for all cases of injury to maritime employees which have occurred since the enactment of the original workmen's compensation law,—or on right to file compensation claims in such cases if claims were originally filed within time limits of the act in force at the time of the injury. Time limits for notifying employer of commencement of action are waived for a period of 120 days. (C. 392.) State fund administrative expense limit is increased from 15 to 25 per cent of earned premiums. (C. 334.)

North Dakota.—Merit rating for individual employers is specifically provided for. (H. B. 149.) An employer may contract with the workmen's compensation bureau for coverage for his own injury or death in the course of work in an industry in which he has insured his employees with the workmen's compensation fund. Premiums and benefits for such coverage are to be based on a reasonable weekly wage for employees in the same class of industry, to be determined by the bureau. (H. B. 151.) Compensation may not be paid for disability or death due to injuries occurring outside the state unless employer shall have specifically contracted for such coverage. No such contract may be made unless employer's principal place of business is within North Dakota and at least two-thirds of his payroll covers work performed within the state. (H. B. 153.) Time limit for payment of first installment of workmen's compensation premiums or for filing of security for future payments is extended from ten days to thirty. Specific penalties must be paid in addition to interest on late premium or security payments collected through the courts. After payment has been made insurance is in force from date of receipt of notice for new subscribers and from date of expiration of old policy for former subscribers. Other detailed changes are made regarding insurance. (H. B. 215.) County auditors are required to report annually between July 1 and 15 to the workmen's compensation bureau the names, addresses and places of employment of all city auditors, village clerks, and township clerks holding office within their counties. (H. B. 148.) County school superintendents are required to make similar reports covering clerks of school districts. (H. B. 152.) Auditors and clerks of counties, cities and other political sub-divisions of the state are directed to notify the workmen's compensation bureau as soon as governing bodies they represent enter into any contracts for construction or other public improvement work requiring manual labor. Reports shall supply information needed by the bureau to determine approximately the labor costs involved, and shall state names and address of contractors, dates for beginning and probable ending of work, and the location of the project. (H. B. 150.) State board of auditors is directed to make an annual examination and audit of the workmen's compensation bureau, as well as of certain other departments, and to report thereon to the governor on or before November 15. (H. B. 310.) Amendment to income tax law exempts from taxation any amount received as accident or health insurance or under the workmen's compensation law or as damages because of personal injury or sickness. (S. B. 21.)

Ohio.—Subject to referendum vote the state constitution is amended to cancel right of employees to sue instead of taking compensation in cases where injury resulted from employer's violation of a safety statute or rule,

and to provide instead that commission shall award not less than 15 nor more than 50 per cent additional compensation in such cases. Decision of commission as to whether injury is the result of such a violation is final. Amount of extra compensation awarded must be paid by employer in addition to his regular compensation premiums. (H. J. R. 40.) The referendum vote on this measure, taken November 6, 1923, was favorable. Contributions to the state insurance fund which were formerly, for the state and its various subdivisions, 1 per cent of payroll of covered employees, are now 1 to 2 per cent for the state and all counties, 1 to 5 per cent for cities, and 1 to 2 per cent for incorporated villages and other taxing districts, as determined by the industrial commission. (H. B. 476.) Act is extended to cover employers of three or more instead of five or more employees. Weekly maximum is raised from \$15 to \$18.75. Maximum total for death benefits is increased from \$5,000 to \$6,500. (H. B. 591.)

Oklahoma.—Subject to favorable referendum vote, state constitution is amended to make possible extension of the workmen's compensation law to cover fatal injuries, and to empower the legislature to enact a complete system of accident compensation legislation, to provide for security of payments thereunder, and to create the necessary administrative agencies to carry it out. (C. 249.) Referendum vote was unfavorable. Salesmen are no longer specifically excluded from benefits of act. Exclusion of clerical workers in industries otherwise covered is made more specific. Employers of two or more (formerly more than two) workers are subject to act. Workers associated as a group under agreement to perform a particular piece of work are considered employees. If they, in turn, employ two or more persons then both the original employer and the associated group are subject to provisions covering contractors. Joint liability of principals, contractors, and sub-contractors and their responsibility for insurance is more fully defined. Disease or infection resulting from an accidental injury need no longer follow "unavoidably" to be compensable. The waiting period is reduced from seven days to five but the retroactive clause is omitted. Lack of reasonable promptness in provision of medical care by employers entitles employees to secure such temporary care at employers' expense. Except when employers or insurers have written contracts for medical, surgical, hospital, and nursing care, supplies and medicines, charges therefor must be approved by commission and are enforceable by it. Scale of benefits is raised from 50 to 66⅔ per cent throughout the law. Permanent partial loss of use is to be compensated as a proportionate part of complete loss or loss of use of a member. Compensation for hernia is specifically provided. Interest for period of delay caused by an appeal may be added to compensation if the court upholds commission's award. Commission may no longer collect unpaid compensation awards with a 50 per cent penalty, but may record unpaid awards or installments on the court judgment docket where they will have same legal effect and be collected in same manner as judgments. Insurance licenses may be revoked or suspended for violation of provisions of workmen's compensation law. Unpaid compensation premiums have same preference and lien as unpaid wages. Provisions for final settlements are revised. Commissioners are authorized to meet and confer with officials of other states and the federal government on official business. (C. 61.)

Oregon.—State's annual contribution to industrial accident fund is to be one-half the commission's total administrative expenses exclusive of expenditures for rehabilitation, instead of one-seventh of the premiums paid during that year. No such appropriation is to be made for period from June 30, 1923, to June 30, 1925. (C. 256.)

Pennsylvania.—Compensation for loss of thumbs or fingers or phalanges thereof is specifically provided in the schedule for permanent partial injuries. Permanent loss of use is to be compensated as loss of the member in certain cases. (No. 29.) Funeral allowance is now payable directly to the undertaker. (No. 432.) Auditor general is directed to make annual audit of state workmen's insurance fund at its expense, the first examination to extend as far back in its history as he deems necessary. Disbursements for administrative expenses of fund are hereafter to be submitted to auditor for approval in the same manner as disbursements of other departments. Workmen's insurance board and its officers are directed to open all books, records, and monies to his inspection on demand. Penalty for refusal, \$5,000 fine and disqualification for office. (No. 291.)

Rhode Island.—For disability retirement allowance under Providence employees' pension fund and the effect thereof on workmen's compensation payments see p. 320.

South Dakota.—Insurance companies writing workmen's compensation policies may extend coverage to working employers and corporation officers, including their salaries in pay-roll valuations. Rates and benefits are to be the same as for employees. (C. 210.) In cases of permanent partial loss of use compensation is to be computed as a proportionate amount of the schedule allowance for permanent total loss of use. (C. 310.) Insurance of compensation risks is made optional instead of compulsory for the state and its political subdivisions. (C. 311.) All work not in the usual course of employer's business is now exempt from compulsory features of law. Formerly such work was covered unless it was casual. (C. 312.) Form of certificates of membership in organizations operating special compensation schemes agreed to between employers and employees is made subject to approval of commissioner. (C. 313.)

Tennessee.—Employers of not less than five instead of ten employees are covered. Coal mines, formerly exempt, are specifically included. A state managed coal mine operators' mutual insurance association is created but membership therein is optional. Waiting period is reduced from fourteen to seven days. Weekly maximum is raised from \$11 to \$12 and further increased in death and permanent total disability cases by one dollar for each dependent until a final maximum of \$15 is reached. All companies writing workmen's compensation insurance are taxed 4 per cent on premiums. Rates and classifications formerly filed with and approved by insurance commissioner must now be filed with commissioner of insurance and banking and approved by him and by the governor and secretary of state. Additional data must be reported by insurance companies. Excessive rates may now be disapproved as well as insufficient ones. (C. 84.)

Texas.—Medical care is allowed for four, instead of two, weeks without necessity of special application for extension. Weekly maximum is raised from \$15 to \$20 and weekly minimum from \$5 to \$7. Parents and step-mother of deceased are now compensable without regard to dependency.

Eligibility for death benefits is specifically declared determinable as of the date of the injury and is made an absolute and vested right. Parents have no right of action for death of minor employees but have exclusive remedy under workmen's compensation act. Paragraph is omitted which specifically determined compensation for loss of middle phalange of a finger. In special cases where board may increase amount of weekly awards by decreasing time for their continuance, weekly allotments may not exceed average weekly wages of employee. Notice of insurance given board is presumed to be notice to employees. Notice of withdrawal from insurance fund must be given board and posted in three places. Regulations for investment of funds and reinsurance by Texas Employers' Insurance Association are made more complete. Salary of chairman of industrial accident board is increased from \$3,000 to \$4,500, of other members from \$2,500 to \$4,000 each, of secretary from \$2,000 to \$2,700. (C. 177.) State insurance commission is directed to establish classifications of hazards and rates and to prescribe policy forms for workmen's compensation insurance, and insurance companies are forbidden under penalty to use any but these classifications, rates, and forms. Commission is given full power to obtain necessary information from companies. Experience rating for individuals is provided for. Hearings must be granted policy holders or companies aggrieved by rulings. Additional salary is granted members of commission and companies writing workmen's compensation are to be taxed $\frac{3}{5}$ of 1 per cent of gross yearly workmen's compensation premiums to cover this and other necessary expenses under act. Texas Employers' Insurance Association, as well as other companies, is subject to act. Sections of workmen's compensation law are repealed which directed companies to fix classifications and rates and to file them for approval of commissioner of banking and insurance. (C. 182.)

Utah.—Annual audit of state insurance fund by state auditor is provided for, the expense to be paid from said fund. Reports of these audits are to be filed with industrial commission. (C. 44.) Rates fixed for workmen's compensation insurance must be uniform for stock and mutual companies but need not be uniform with rates of state fund. (C. 64.) Law forbidding insurance companies to grant rebates not stipulated in policy specifically exempts, among other things, "labor insurance," the state insurance fund, and any insurance not operated for pecuniary profit. (C. 70.)

Vermont.—On request of one party in a workmen's compensation case, and after reasonable notice to the adversary, commissioner may deputize some one to take testimony from a person who is outside the state. Persons or groups carrying on occupations not for pecuniary gain may now elect to be covered under the act. In cases of death from causes other than the injury, all disability payments then due, instead of only the unpaid portion of permanent injury awards, are payable to dependents. Agreements with dependents, not only those with injured employees, must now be approved if commissioner believes it clearly to best interest of employee. (No. 105.) Powers of court to review awards are more carefully limited and sequence in appeals is further defined. (No. 106.) The governor, adjutant and inspector general, and regimental colonel are to act as a commission to award compensation to members of national guard for injuries received in military service in times of peace. Awards are to cover time lost and medical care. Not more than \$500 may be spent for this purpose yearly. (No. 112.)

Virginia.—Method of computing average weekly wages is specified. "Injury" is defined to mean only accidental injury and disease resulting naturally and unavoidably therefrom. Operation and compensation are provided in hernia cases when certain specified facts can be proved, but if employee refuses operation when it is recommended by commission no compensation is payable. (C. 22.)

Washington.—Schedule classifying industries and fixing accident fund premium rates therefor is amended to alter certain classifications, to reduce rates for most groups, and to include a table of medical aid fund rates based on the same industrial classification. Former groupings and rates for medical aid fund are discontinued. Premiums are payable and adjustments made triennially instead of annually. Penalties for failure to pay premiums or return required data are increased. Provisions covering "temporary employers" are cancelled. County assessors are no longer required to furnish lists of employers subject to act. Burial expenses for an unmarried employee are raised from \$75 to \$100 and are payable direct to undertaker. Monthly death benefit to widow or invalid widower without child is increased from \$30 to \$35 and extra lump sum of \$250 formerly allowed certain widows is now payable to all of them. Additional monthly death benefit on account of children is increased from \$5 for each child to \$12.50 for the first, \$7.50 for the second and \$5 for each additional one. Former limit of \$50 for total monthly allowance to spouse and children is removed. Monthly death benefit for orphan children is increased from \$10 to \$25 each, with a maximum total of \$75 instead of \$40. Monthly allowance for permanent total disability or for all but first six months of temporary total disability is increased from \$30 to \$35 for an unmarried person, from \$30 to \$40 for one with wife or invalid husband but no child, and from \$15 to \$20 for a woman with self-supporting husband but no child. Same changes are made in children's allowances as in the case of death benefits. For the first six months of temporary total disability monthly allowance to person with wife or invalid husband but no child is increased from \$37.50 to \$42.50, and if there is one child from \$45 to \$52.50, or if two from \$52.50 to \$60. An additional \$5 is now allowed for each child after the second. Permanent partial disability schedule is divided into major and minor injuries and awards therefor are increased 20 per cent throughout. Maximum for such injuries not covered in schedule is increased from \$2,000 to \$2,400. Waiting period is reduced from seven days to three and is no longer retroactive. Duration of medical care in certain cases is extended. Cost of artificial members is no longer limited. Damages to artificial members is declared compensable, and other less important changes are made in medical provisions. Provisions covering election of coverage by persons not subject to compulsory features of law are changed. Merit rating clauses, and those covering penalties for failure to maintain safety and educational standards are consolidated and altered. Notice of hearings on safety standards need no longer be published in newspapers. Inspections of places of employment are required only annually instead of triennially. Certain sections made obsolete by administrative code of 1921 are repealed or amended to conform thereto. Other minor changes are made. (C. 136.) Work of salaried peace officers of the state and its sub-divisions is declared extra-hazardous. They are to be covered under the compensation act except when provision is made for their relief in case of injury under some special law or charter. (C. 128.)

West Virginia.—Limit on medical care is increased from \$150 to \$300 for regular cases and from \$300 to \$600 for certain special permanent disability cases. Scale of compensation is increased from 50 to 66⅔ per cent for all disability cases and for death cases of minor employees. Weekly maximum is raised from \$12 to \$16. Dependency age limit for children is raised from 15 to 16 years. Death benefits for widow are increased from \$20 to \$30 a month. Benefit of \$10 monthly is granted orphan children. A catastrophe fund is created. Classification of injuries is no longer fixed by law but is to be made by commissioner. Other minor changes are made. (C. 58.) Compensation commissioner is directed to pay certain public hospitals for treatment of injured workers covered by workmen's compensation fund. (C. 2.)

Wisconsin.—Waiting period is made retroactive after three weeks instead of four. Maximum wage upon which benefits may be calculated is increased from \$1,300 to \$1,400. In death cases benefit calculated according to age is payable for each dependent child under fifteen in addition to sums due widow or widower. Fund to cover such payments is created by requiring in cases where there are no total dependents that employers pay to state the difference between sums due partial dependents and amount which would be due total dependents. Total payments for combined death and disability allowances may not exceed maximum award for permanent total disability. Basis is changed for calculation of death benefits due partial dependents. Funeral allowance is increased from \$100 to \$200. Permanent partial disabilities are classified as major and minor. Major disabilities are now compensated as a proportionate part of permanent total disability according to a fixed schedule, with adjustment by age, and with healing period allowance in addition. Minor disabilities continue to be compensated for a specified number of weeks—increased in several cases—with special allowance for prolonged healing periods. Maximum period for permanent total disability payments is increased from fifteen years to 900 weeks reduced for each successive age group by sixteen weeks instead of three months, with a minimum of 260 weeks instead of nine years. Other minor changes are made and order of sections is changed. (C. 328.) In determining number of employees of an employer not engaged in farming, farm laborers working with other employees are henceforth to be counted. Sewer and drainage districts and other public or quasi-public corporations are now included as employers. Working members of partnerships who receive wages are now included as employees. Requirements for notice of accident are made more flexible. Time limit for bringing court appeal is extended from twenty to thirty days. Commission may at any time require evidence of employer's insurance. Penalty for failure to insure is changed. Awards to employees of non-insured employers are further protected. Effect of damage suits against third parties is further defined. Cancellations of policies are not effective until ten days after commission has been notified thereof. Insurance of compensation risks is deemed election to accept act. Clerk of court rendering decision affecting a compensation award must promptly furnish commission with free copy thereof. (C. 437.) Public showmen's licenses required for circuses, caravans, or menageries performing in the state may not be issued until applicant has insured his employees under the workmen's compensation law. (C. 278.)

Wyoming.—General trucking is declared extra-hazardous and included under act. Employees engaged in domestic service, ranch, farm, agricultural or horticultural labor or stock raising, and sheriffs, constables, and their deputies, are specifically excluded. Throughout act age of dependency for girls is raised to eighteen, though for boys it remains sixteen. Counties are included in definition of "employer." Injured employees, as well as employers, must report accidents to clerk of district court. Claims must be filed within one year to be valid. If medical care is needed for more than thirty days, an allowance of not over \$100 a month may be made. Physicians attending injured employees must file certain medical reports in all cases lasting through the day of injury, under penalty of a minimum fine of \$50. Basis is changed for calculation of death benefits to parents, which now are payable only if there was reasonable expectation of further financial aid from the employee. Non-resident alien parents are no longer excluded from receiving compensation but are allowed only one-third that payable to resident parents. Employees whose employers were not insured at time of injury retain all rights of action. State treasurer may appeal from decisions of district court in compensation cases. Provisions covering assessments for and payments to state fund are amended in several respects. Two inspectors may be appointed to collect premiums. (C. 60.)

United States.—Payments due are to continue until March 1, 1924, on all awards already made under federal employees' compensation act, unless awards are set aside by commission. (Public 537, 67th Congress, 4th session.)

b. Vocational Rehabilitation.

Alabama.—For maintenance of disabled persons during rehabilitation see p. 324.

Arkansas.—Provisions of federal vocational rehabilitation act are accepted. Disabled person must have resided in state one year or have sustained disability therein to be eligible for rehabilitation. (Act 70.)

Hawaii.—For commission to urge inclusion of Hawaii in benefits of rehabilitation act see p. 321.

Illinois.—The terms "persons disabled" and "rehabilitation" as used in vocational rehabilitation act are specifically defined. The board is directed to cooperate with state and local school authorities and other recognized agencies for vocational education and rehabilitation. Certain of its permissive powers are made mandatory. (S. B. 275.)

Massachusetts.—State board of vocational education is authorized to furnish aid during rehabilitation to persons whom it deems able to profit by training. Not exceeding \$10,000 may be expended annually for this purpose under rules adopted by the board and approved by the governor and council. Case investigations of persons in training applying for such aid are to be made by department of public welfare at request of board. (C. 434.) For appropriation see p. 329.

Minnesota.—For maintenance allowance to blind persons during rehabilitation see p. 287.

New Jersey.—For special payments to rehabilitation fund see p. 307. For effect of rehabilitation training upon workmen's compensation benefits see p. 307.

Oregon.—Vocational rehabilitation act is accepted and state board for vocational education is designated as administrative agency. It is however required to delegate to industrial accident commission, which is now carrying on similar work, duty of directing and supervising work under this act. Funds now being used for vocational rehabilitation work are to be used to match federal funds. (C. 137.)

Tennessee.—Act accepting provisions of federal vocational rehabilitation law is repealed. (C. 74.)

Wyoming.—Maintenance fund for a person undergoing rehabilitation training may be increased from \$10 to \$15 a week in certain cases and may continue for seventy-two instead of forty weeks. (C. 24.)

c. Commissions

Florida.—Commission of three Senators is created to collect information on workmen's compensation, to draft a law for Florida, and to report to next Senate. (Reference not available.)

New Jersey.—A committee of nine members, three appointed by the governor, three by the president of the senate, and three by the speaker of the house, is created to study the compensation of occupational diseases, and to report to the next legislature. (Reference not available.)

Rhode Island.—A special unpaid committee of three members of the house of representatives and two members of the senate is created to consider revision of the workmen's compensation law and to report to the next legislature on or before January 15, 1924. Appropriations of \$1,000 are made for its expenses. (H. 954 substitute A.)

2. OLD AGE PENSIONS.

Alaska.—Law granting pensions as alternative to care in Alaska Pioneers' home is revised. Pension age remains sixty-five for men but is reduced to sixty for women. Residence requirement is increased from ten years to fifteen years immediately preceding claim. Maximum monthly allowance is increased from \$12.50 for either sex to \$25 for men and \$45 for women. (C. 46.) For appropriation see p. 325.

California.—Congress is urged to pension civil service employees who have served thirty years, regardless of age, and those aged sixty-five or more who have served fifteen years. (S. J. R. 2.)

Connecticut.—State employees who have served thirty years may now be retired regardless of age. Pensions of employees who have served forty years, including those already retired, are to be 75 per cent instead of 50 per cent of salaries. Pensions of 75 per cent are also granted to employees who retired before 1917 and who would, except for age qualifications, have been eligible for pensions under 1919 and 1921 laws. (C. 119 and 217.)

Illinois.—Annuity and benefit funds are to be created by all park commissions instead of only by those having civil service employees. Coverage in these funds for non-civil-service employees is now automatic instead of elective. Temporary employees are no longer specifically excluded. Elected employees or officers are covered only when so electing. Taxes for pension purposes are excluded from limits on tax rate for general park purposes. (S. B. 184.) Board of education employees are included under the general municipal employees' retirement law in cities of more than 200,000 population.

The change is retroactive. Special pension systems for public school employees are abandoned in such cities. Their resources are transferred to the general municipal retirement funds and credit for past membership is given as if it had been membership in the general systems. Cities are to contribute the additional funds needed to pay benefits on this basis. Administrative provisions of law are amended in several respects and many sections are reworded. Maximum tax levy for pension purposes is increased from eight-tenths to nine-tenths mill on every taxable dollar. Maximum yearly tax levy is increased from \$600,000 to \$675,000. (S. B. 241.) Minimum annual salary deductions for public library employees' pension fund are increased from \$6 to \$10 and maximum deduction from \$48 to \$60. Maximum benefit or annuity is raised from \$600 to \$900. For every year of service rendered beyond the twenty necessary for retirement, \$2.50 is now added to monthly pension until maximum of \$75 a month has been reached. (S. B. 381.)

Indiana.—A committee of five is to be appointed by the governor to study present method of caring for dependent aged in state and the advisability of creating an old age pension system. It is to report to the next legislature. (H. C. R. 14.) For old age pension law for certain public utilities' employees see p. 323.

Maine.—State employees' retirement act is amended to include more persons and to provide that employees receiving retirement pay under this act may not receive it under any other. (C. 199.)

Massachusetts.—Subject to acceptance by city council before December 31, 1923, retirement law is enacted for laborers employed by city of New Bedford. Retirement for employees of twenty-five years' service is voluntary at sixty in case of incapacity and compulsory in all cases at sixty-five. Retirement because of incapacity due to injury received in performance of city work is voluntary after fifteen years' employment without regard to age. Annual pension payment is to equal one-half annual salary at time of retirement, but not over \$500. "Laborers" defined to include foremen, inspectors, mechanics, drawtenders, and storekeepers. (C. 161.) Subject to acceptance of this act by commissioners of Norfolk County before July 1, 1923, all employees of the county tuberculosis hospital and county agricultural school, teachers excepted, are automatically included in the county retirement association, but individuals may exclude themselves by written notice to county commissioners within thirty days after this act takes effect. Assessments and benefits are computed from July 1, 1923. (C. 333.) Subject to acceptance by mayor and city council and favorable city referendum, a retirement scheme is inaugurated for all employees of Worcester except teachers, persons already covered under similar schemes and electing to retain former coverage, and those electing in writing to be omitted. Members contribute 5 per cent of salary, but not over \$2 a week or in total more than would alone yield an annuity of \$500 at age of sixty. City contributes sums needed to create solvent fund to meet obligations of law. Retirement is voluntary at sixty, compulsory at seventy, and compulsory in case of superannuation at sixty. Annual pension is twice life annuity earned, according to actuarial calculations, by accumulated contributions and interest thereon, with credit given for service prior to inauguration of scheme, but not over 50 per cent of salary. Retirement before sixty may be permitted in cases of disability after twenty years' service, at not over

90 per cent of normal pension. Where injury creating disability results from employment, retirement is permitted regardless of age or length of service and pension equals 50 per cent of salary. In all disability cases pension is suspended and employee reinstated in case of cessation of disability. Employees discharged leaving service before retirement date receive accumulated contributions with interest. In death cases such sums are paid to estate. Retirement board of three is created to administer act assisted by medical board to pass on disability and superannuation cases. (C. 410.) Subject to acceptance by mayor and city council before December 31, 1923, Boston employees' retirement law is amended to make \$480 the minimum pension after fifteen years' service and to make 50 per cent of average salary for last five years' service the maximum pension in all other cases. (C. 426.) Provisions covering forms of annuities payable to members of county retirement associations are amended. Minimum total retirement allowance is increased from \$200 to \$300 a year. (C. 190.) Provisions covering form of annuities and calculation of minimum and maximum pensions payable to members of state retirement association are amended. (C. 205.) Maximum pension payable to laborers from retirement funds of towns and cities is increased from \$400 to \$500. (C. 458.) An unpaid commission on pensions, whose five members are to be appointed by the governor, is created to study pensions for public and private employees, ascertaining the cost and effect of present systems, both domestic and foreign, the probable cost and scope of proposed schemes, the merits of contributory and non-contributory plans, the probable effect of such legislation on public and private charity, and other relevant facts. It is to report to the legislature by the first Wednesday in January, 1925, and is to include in its recommendations drafts of any proposed legislation and plans for raising the money required. For this purpose it is invested with all necessary powers for compelling and taking testimony. Such sums as may be appropriated, not exceeding \$25,000, may be expended by commission, with approval of governor and council. (Resolves, C. 43.) For appropriation see p. 329.

Montana.—Old age pensions are provided for persons seventy years old or more whose annual income does not exceed \$300, who have been United States citizens for fifteen years, who have resided in the state for fifteen years immediately preceding claim or twenty-five in all, five of which immediately precede claim, who have no relatives legally responsible for and capable of their support, and who have not been guilty of certain enumerated offenses. Amount of pension is determined by individual circumstances but may not exceed \$25 monthly. Funeral benefit of not over \$100 is allowed when estate is insufficient to defray expense. Pensions are inalienable. On death of pensioner total sums paid with 5 per cent interest must be returned to county from any estate left. Double any sums illegally allotted may be claimed by county if pensioner had property in excess of that declared as pension basis. Act is to be administered by boards of county commissioners acting as old age pension commissions. Pensions are payable from county poor funds in accordance with a specified procedure. Penalties are specified for fraudulent practice under this act. (C. 72.)

Nevada.—An old age pension law is enacted to be administered by a commission consisting of the governor, attorney-general, and lieutenant governor—

the last to serve as superintendent at a salary not exceeding \$1,200—and unpaid county boards of three appointed by the governor. County boards may appoint paid investigators approved by superintendent. Pension is payable to any resident of state at least sixty years old, who has been a United States citizen for fifteen years and a resident of Nevada for ten years immediately preceding claim or for forty years, five of which immediately precede claim, is not an inmate of a public penal, correctional, or charitable institution, infirmary, or insane asylum, has not been imprisoned without option of fine four months within the ten years preceding claim, has not deserted spouse or failed to support children for six months within this period, has no children capable of and responsible for his support, and does not own property exceeding \$3,000. Amount of pension, determined by individual circumstances, may not, added to all other income, yield pensioner over \$1 a day. Maximum \$100 funeral benefit allowed if estate cannot defray expense. Commission may take over and administer property of claimant when granting pension. Total pension paid plus 3 per cent simple interest reverts to state if pensioner dies leaving property. Pension claims must be made in writing to county board which, after investigation, must promptly recommend to commission amount of pension or disallowance of claim, stating reasons. Commission may investigate further before making final award. Awards must be renewed annually and may be altered if circumstances change. Pensioner must notify board promptly of increased property or income. Sums accepted beyond legal pension rights will be claimed in double by state upon discovery. Fraudulent practice under act or aid to another in such practice is declared a misdemeanor. Penalty, loss of pension, and maximum \$500 fine, one year's imprisonment, or both. Pension is payable to approved private charitable or fraternal institution when claimant is inmate, or to responsible person for benefit of claimant who is incapable of care of money, but will be suspended in case of imprisonment or care in public institution. Pensions are inalienable. Tax of two and one-half mills on every \$100 property is to be levied by counties to defray expense. Commission is directed to submit annual report. Pension rights are granted subject to amendment or repeal of act. (C. 70.)

New Jersey.—The board of shell fisheries is authorized to pay a pension of not more than \$100 a month to the widow of any of its employees who, prior to the passage of this act, was killed while performing his duties and who left a wife and minor children. Such pensions shall be paid monthly during widowhood. (C. 86.) Any person who has been continuously in the employ of a city in New Jersey for twenty-five years and who has reached the age of seventy may retire with a pension equal to half his salary at retirement date. This act is not to affect provisions of policemen's and firemen's retirement act of 1920. (C. 103.) State employees' retirement act is amended to permit, upon written notice to comptroller by their department heads, the continuance in office until June 30, 1926, of employees who reach the age of seventy prior to that date. (C. 139.)

New York.—New York City employees' retirement act is amended to allow continuation in service of employees over seventy on approval of department heads and the board of estimate and apportionment. Approval is effective for two years and may be renewed until the employee reaches age of eighty. (C. 69.) New York City employees' retirement law is amended in respect to

scope of membership, computation of service period, time of ordinary disability retirement, and beneficiaries entitled to death benefits. (C. 142.) New York City is required to make good deficiencies in pensions of its street cleaning force. (C. 100.) Pension funds for state employees, state teachers, and city employees are to submit annual reports to the superintendent of insurance on prescribed forms and are to be examined by him at least once in every five years. (C. 443.) Benefits of state retirement law are continued for employees whose offices have been transferred to the federal government. (C. 592.) State retirement law is amended to include certain employees formerly excluded, to extend time for joining with prior service credit, and to regulate further the payment of pensions and annuities. (C. 705.) Laborers are specifically exempted from a new law extending benefits of state retirement system to town and village employees on approval of town boards or village trustees. (C. 708.)

Pennsylvania.—An old age pension law similar to Nevada's (see p. 317) is enacted for all citizens. Pension age is seventy and requirement for state residence immediately preceding claim is fifteen years. The old age assistance commission is to be appointed by the governor, each member to receive \$10 a day during performance of official duties. The superintendent is to be appointed by commission at a salary of not over \$1,800. Appropriations of \$25,000 are made. Otherwise provisions are essentially those of Nevada act. (No. 141.) Former law for retirement of state employees is repealed and new law is enacted permitting retirement in case of incapacity for continuance of duties after twenty-five years' service, or after twenty years' service at the age of sixty-five. Retirement allowance is to be one-half of annual salary. Claim is to be made to and allowed by governor. (No. 231.) A retirement system is created for state employees on a monthly or yearly salary basis except those covered under public school employees' system. Membership is elective for present employees and compulsory for new ones after six months' service. Retirement allowance in one of several optional forms is payable at sixty, or a smaller disability allowance during total incapacity at any time after five years' service. Members contribute sufficient to yield at age of sixty an annuity equal to 1-160 or 1-100 of salary multiplied by number of years' service since December, 1923, but not over 5 per cent of salary in any year unless they so desire. State contributes equal amount and, in addition, sufficient to cover period of prior service for present employees, but not in total over 50 per cent of employee's salary. Provision is made for return of unused contributions and interest in case of withdrawal, dismissal, or death. Penalties are stipulated for fraud in connection with act. Retirement board is created in department of finance to administer law. Benefits are exempted from taxation, assignment, or execution. Former pension act is superseded except for persons now pensioned thereunder. Appropriations of \$50,000 are made for organization of system. (No. 331.) Employees of first class cities who have contributed to retirement system for five years may be pensioned regardless of age limit after fifteen years' service if permanently and totally disabled from performing any work whatsoever. (No. 104.) Public school employees' retirement law is amended to allow restoration of annuity rights after five instead of three years' absence from the service (No. 347) and to permit employees of certain institutions for care of blind or deaf and dumb persons to elect to become members under specified conditions. (No. 366.)

Porto Rico.—Retirement system is established for all civil service employees except certain judges and professors, members of insular police force, teachers, and municipal employees. Act is compulsory unless waived within specified time. Employees contribute 2 per cent of salary. Retirement for age is permitted at fifty-five for men and fifty for women with pension ranging from 30 to 55 per cent of salary according to the number of years of service. Retirement for total disability is permitted after five years of service with pension of 50 per cent of salary. Retirement regardless of age or disability is permitted after fifteen years' service with pension of 25 per cent of salary, after twenty years' service with pension of 37½ per cent, and after twenty-five years' with pension of 50 per cent. No pension may exceed \$1,500 a year. Benefits are not subject to taxation, attachment or other legal procedure. Right thereto is not transferable. In case of separation from service employee is entitled to the return of one-half his contribution. Pension board is created to administer act. (No. 22, special session.)

Rhode Island.—Subject to favorable city referendum vote at 1924 election, a retirement system, to become operative in January, 1925, is inaugurated for all employees of the city of Providence not covered by other such schemes and not rejecting its provisions within sixty days. A retirement board is created to administer the act. Each employee contributes sums actuarially determined as sufficient to yield minimum retirement age annuity equal to ⅝ of 1 per cent of his annual salary multiplied by his number of years of service. Remainder of pensions fund is contributed by city. Normal retirement allowance is double the annuity earned by employees' contributions plus a yearly allowance of 1¼ per cent of his annual salary multiplied by one-half his number of years of service prior to inauguration of the system. Retirement is compulsory at seventy but board may allow extension of service in individual cases. Retirement is optional at fifty-eight for employees of police and fire departments and at sixty for others. However, in case of disability employees having served ten years may be retired earlier at reduced pensions. Where disability results from accident caused by employment, annuity earned by employees' contributions is supplemented by pension of 66⅔ per cent of annual salary. In case such accident results in death, annuity plus pension equal to 50 per cent of salary is payable to dependents. Pensions due because of accidents of employments may not be paid in addition to workmen's compensation or liability payments, but should such compensation be less than the amount allowed by this act, employee is entitled to the difference. Employee retired before retirement age because of disability may be reinstated if disability ceases, with corresponding adjustment of pension, but on reaching normal retirement age after reinstatement is entitled to only 90 per cent of normal pension. In case of employee's withdrawal from service or death before retirement age he or his estate is entitled to his accumulated contributions. (C. 2374.)

3. HEALTH INSURANCE AND GENERAL SOCIAL INSURANCE

(1) MATERNITY

Alabama.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. (No. 59.)

Arizona.—Provisions of federal maternity act are accepted and division of child hygiene of state board of health is designated as administrative agency. Jurisdiction over children and right to enter homes are made conditional on permission of parents. For these purposes \$7,254 is appropriated for each of two years. No money may be used for purchase, rental, or repair of buildings or lands, or to pay maternity or infancy pension or gratuity. (C. 70.)

Arkansas.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. (Act 97.) For appropriations see p. 325.

California.—Provisions of federal maternity act are accepted and bureau of child hygiene of board of health is designated as administrative agency. Usual provisions guaranteeing privacy of individual homes are included. (C. 65.)

Colorado.—Provisions of federal maternity act are accepted and provisional action of governor to that end is approved. Child welfare bureau is designated as administrative agency. Annual appropriations of \$5,000 are made. (C. 79.)

Florida.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. Not more than \$16,000 of board of health funds may be used to match federal funds. (No. 68.) For appropriation see p. 326.

Georgia.—Provisions of federal maternity act are accepted. Department of health through its division of child hygiene is designated as the administrative agency. (Part IV, No. 49, Laws of 1922.)

Hawaii.—A commission of three is created to prepare briefs and proceed to Washington to urge Congress to provide for participation of Hawaii in benefits of maternity and vocational education acts and other federal aid projects. (Act 86.) Expenses of commission are to be paid from governor's special contingent fund. (Act. 148.)

Idaho.—Provisions of federal maternity act are accepted and bureau of child hygiene is designated as administrative agency. Usual provisions guaranteeing privacy of individual homes are included. An appropriation of \$5,000 is made, of which \$2,912.66 is to be used to balance federal allotment and in accordance with federal act, the balance for measures in the interest of maternal and infant hygiene approved by commissioner of public welfare and not covered by federal law. (C. 130.)

Indiana.—Provisions of federal maternity act are accepted and state board of health through its division of infant and child hygiene is designated as administrative agency. (C. 60.)

Iowa.—Provisions of federal maternity act are accepted and board of education is designated as the official administrative agency. State university is, however, to have charge of work done. An appropriation is made of \$21,213.60 to be available immediately upon passage of act (April 4, 1923) and same sum is appropriated annually while federal funds are available beginning July 1, 1923. Act contains usual provisions aiming to guarantee privacy of individual homes. (C. 61.)

Michigan.—Federal maternity act is accepted and department of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. For each of next two years \$30,000 are appropriated. (No. 240.)

Montana.—Appropriations to board of health for each of next two years to match federal funds for maternal and infant care under Sheppard-Towner act are \$8,701.92. (H. B. 408.)

Nebraska.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. (C. 154.) For appropriation to match federal maternity funds see p. 330.

Nevada.—Provisions of federal maternity act are accepted and child welfare division of five unpaid members is created in board of health to administer act. Annual appropriation of \$5,522 is made. Usual guarantees of privacy of individual home are included. (C. 48.) Governor's provisional acceptance of benefits of federal maternity act is ratified and approved. (C. 49.)

New Hampshire.—For each of two years \$7,988.31 is appropriated to match federal funds for maternity and infancy work, to be expended by state board of health cooperating with the federal government. It is further provided that should federal funds become unavailable, state appropriation is none-the-less to be expended for such work by board of health. Usual guarantees of privacy of individual home are included. (C. 164.)

New Mexico.—For appropriation to match federal maternity funds see p. 331.

New York.—Provisions of federal maternity act are accepted and commissioner of health is designated as administrative agency. Appropriations of \$76,000 made. (C. 843.) For additional appropriations see pp. 331 and 332.

North Carolina.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. It is directed to set aside \$22,259.66 annually from its appropriations for next two years to match federal funds. (C. 163.)

North Dakota.—Provisions of federal maternity act are accepted and department of health is designated as administrative agency. An appropriation of \$2,000 is made on condition that a like federal allotment be received. (S. B. 56.)

Ohio.—Provisions of federal maternity act are accepted and department of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. Act is not to be construed as authorizing expenditure of public money for medical or nursing attendance or service. (H. B. 583.) For maternity care appropriations see p. 333.

Oklahoma.—Provisions of federal maternity act are accepted and board of health is designated as state administrative agency. (C. 38.) For appropriation see p. 333.

Oregon.—Board of health is directed to use necessary part of its appropriation to match federal maternity funds. Bureau of child hygiene is charged with duty of administering act. (C. 238.)

Pennsylvania.—A law of 1921 implying acceptance of provisions of federal maternity act is amended to make this acceptance specific. (No. 255.)

South Carolina.—Appropriations of \$6,000 are made to board of health for maternity and infancy work under the federal Sheppard-Towner act. (No. 162.)

South Dakota.—Provisions of federal maternity act are accepted and division of child hygiene in state board of health is designated as administrative agency

to cooperate with United States children's bureau. Appropriation of \$20,000 is made to match federal funds. (C. 279.)

Tennessee.—Provisions of federal maternity act are accepted and department of health is designated as administrative agency. (C. 65.) For appropriations see p. 335.

Texas.—Provisions of federal maternity act are accepted and bureau of child hygiene of board of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. (C. 35.)

Utah.—Provisions of federal maternity act are accepted and bureau of child hygiene of state board of health is designated as administrative agency. (C. 26.) For maternity care appropriations see p. 335.

Washington.—Provisions of federal maternity act are accepted and division of child hygiene is created in department of health to administer act. Appropriations of \$10,000 are made for this purpose. Additional sections of act defining the work to be done were vetoed. (C. 127.)

West Virginia.—Provisions of federal maternity act are accepted. (Reference not available.)

Wisconsin.—Provisions of federal maternity act are accepted and state board of health is designated as administrative agency. Usual guarantees of privacy of individual home are included. (C. 145.) Federal funds received under Sheppard-Towner act are to be paid into general fund and are appropriated therefrom to the state board of health and vital statistics for promotion of welfare and hygiene of maternity and infancy. (C. 97.) Board of health is authorized to use a portion of its appropriations to match federal funds for maternity and infancy work. (C. 399.)

Wyoming.—Provisions of federal maternity act are accepted and board of health is designated as administrative agency. (C. 32.)

United States.—For maternity act appropriation see p. 336.

(2) MISCELLANEOUS

Colorado.—Corporations are authorized to arrange for stock issues to employees, and to arrange profit sharing plans, medical service, insurance against old age, disability, or unemployment, housing, recreation, or other welfare undertakings for such employees. Provision is made for adoption, alteration, or abolition of such schemes. (C. 89.)

Indiana.—Second class cities of over 500,000 population operating two or more public utilities are directed to create benefit funds for employees thereof, to be administered by a board of trustees whose selection is provided for. Membership is compulsory for all employees. Their contributions are to be fixed by trustees but may not be more than 1½ nor less than 1 per cent of salary. City contributes proceeds of tax of two mills on every one hundred dollars of taxable property. Medical examination is required for all present employees when act takes effect and for future employees upon entering service. Future employees over forty years of age when entering service and all employees unable to pass this physical examination are excluded from benefits or liability for contributions. Benefits not exceeding \$50 a month are payable for temporary disability, but in the case of employees of less than three years' standing only if it is the result of industrial accident. Benefits not exceeding \$40 a month are payable in case of total permanent disability resulting from

industrial accident. Funeral benefit of \$150 and widow's allowance of \$30 a month with \$6 additional for each child is payable in case of death from industrial accident. In case there is no widow or child certain payments are due other dependents. Retirement allowance of \$40 a month is payable to an employee sixty years of age after twenty years' service. Benefits are exempt from transfer, assignment, seizure, levy, or attachment. Employees of municipally operated public utilities are specifically excluded from the workmen's compensation act. (C. 10.)

Iowa.—Benefit schemes for employees of a particular town or city or of a designated firm, business, or corporation are specifically excluded from insurance laws. (C. 170.)

Michigan.—Companies organized to insure railroad employees against loss of position or against accidental injury must be incorporated by a minimum of thirteen persons instead of five. (No. 71.)

Nebraska.—For protection of railroad employees' benefits rights see p. 301.

North Carolina.—Cities are authorized to cover any class or classes of employees under group life insurance policies, yielding not over \$2,000 on any one life. (C. 20.)

Oklahoma.—Insurance companies complying with certain specific standards or new companies formed under this law may issue policies on industrial weekly payment basis to cover disability or death from sickness or accident. Terms and conditions of such policies are regulated in detail. Benefits paid thereunder are not subject to attachment or legal process and may not be applied to debts of policy-holders or any beneficiaries named in policy. (C. 60.)

Wisconsin.—For power to grant sick leave pay to certain city employees see p. 284.

Administration

Alabama.—Certain counties are authorized to create unpaid county boards of child welfare which may employ paid county superintendents of child welfare. Such superintendents shall, among other duties, perform functions of school attendance officers in enforcing compulsory education laws, and shall cooperate with child labor inspector in enforcing child labor laws. (No. 369.) Domestic relations courts created in counties of 200,000 or more population are given jurisdiction over cases involving prosecution of persons for violations of child labor and education laws. (No. 466.) Salary of chief mine inspector is increased from \$3,000 to \$4,000 and those of associate inspectors from \$2,000 to \$3,000. Salary of chief clerk is raised from \$1,500 to \$2,400 and stenographer may be appointed at a salary of \$1,200. Annual appropriations for salaries and expenses of mine inspection for each of next four years are increased from \$25,000 to \$50,000. (No. 503.) Annual appropriations for rehabilitation work are increased from \$21,872.92 to \$22,305.56, of which \$10,000 may be used to assist in maintaining disabled persons while in training. (No. 507.)

Alaska.—Law authorizing governor to appoint a mine inspector is suspended from March 31, 1923, to March 31, 1925. Governor is authorized to enter into cooperative agreement for inspection by the supervising mining engineer of the United States bureau of mines of all territorial mines except coal mines. He is to serve without salary from the territory but \$7,000 are appropriated for his

expenses for the biennium in performing duties legally imposed on the territorial mine inspector. He is, in addition, to perform the duties of labor commissioner and to compile statistics on accidents and compensation. (C. 82.) Appropriations for two years for payment of old age pensions increased from \$35,600 to \$60,000. Appropriation of \$4,000 made to labor commissioner for preparation of detailed statistics on industrial accidents and compensation. (C. 96.)

Arizona.—For abolition of office of immigration commissioner see p. 276. Biennial appropriations for mine inspection are increased from \$34,700 to \$39,690 and for rehabilitation from \$10,000 to \$20,000. Biennial appropriation of \$14,508 is made for maternal and infant hygiene work. (C. 77.)

Arkansas.—For power of labor commissioner to determine wages due see p. 271. Boiler inspection department is created. Chief boiler inspector is to be appointed by commissioner of labor, as before. His salary is raised from \$2,000 to \$2,100. He may appoint two deputy inspectors at salaries of \$1,800 and a clerk at \$1,500. Inspectors employed by companies insuring boilers must obtain certificates of competency from this department and must report findings to it. Their inspections entitle insured to official certificates required for operation and exempt him from further inspection. Inspection fees are increased. Manufacturers as well as users are responsible for reporting location of boilers. Standards and regulations for boilers may be adopted by department with approval of labor commissioner. Penalties are revised. Other minor changes are made in inspection act. (Act 369.) Salary of mine inspector is increased from \$2,000 to \$3,000. He is authorized to employ a stenographer at a salary of \$1,200. In addition he is allotted \$1,200 for travelling expenses and \$450 for office expenses, plus necessary postage and stationery. Formerly total expenditures for all purposes were limited to \$1,000. (Act 121.) Appropriations of \$5,931.44 are made for salary and expenses of state mine inspector for biennium ending June 30, 1923, since last legislature failed to make any appropriation for this purpose and work had to be continued. (Act 220.) Appropriations for office of mine inspector for biennium ending June 30, 1925, are increased from \$5,931.44 to \$12,000. (Act 726.) Biennial appropriations for protection of maternity and infancy and to match federal funds are \$15,000. (Act 744.) Biennial appropriations for bureau of labor statistics are increased from \$17,900 to \$25,600. (Act 709.) Deficiency appropriation of \$650 is made for bureau of labor statistics. (Act 687.) Biennial appropriations for boiler inspection department are \$24,124. (Act 717.) For appropriation for expenses of railroad strike investigating committee see p. 278.

California.—For power of labor commissioner to make rules pursuant to employment agency law and to decide controversies thereunder see p. 286. Section making standing annual appropriation of \$15,000 for industrial welfare commission is repealed. (C. 291.) Annual appropriations for salaries and maintenance for each of next two years are reduced from \$309,600 to \$288,000 for bureau of labor statistics, from \$130,985 to \$56,060 for industrial welfare commission, from \$548,000 to \$543,820 (of which all but \$387,920 was vetoed by the governor) for industrial accident commission, from \$186,576 to \$124,890 for immigration and housing commission, and from \$40,000 to \$30,000 for

payment of accident compensation claims of state employees, but increased from \$148,800 to \$359,898 for mining bureau. (C. 121.)

Colorado.—Salaries of mine inspectors are increased from \$1,800 to \$2,500 each, salary of assistant curator in office of commissioner of mines from \$1,500 to \$1,800, and of assistant clerk from \$1,200 to \$1,500. (C. 145.) Appropriations covering four months are made for the various departments, later to be deducted from the allotments made by the biennial appropriation bill. (C. 8.) Biennial appropriations for bureau of labor statistics are increased from \$14,300 to \$15,300 of which \$1,800 is vetoed, for factory inspection from \$19,200 to \$21,000 of which \$1,800 is vetoed, for boiler inspection from \$21,800 to \$22,300, for bureau of mines from \$37,400 to \$45,400, for state compensation insurance fund expenses, payable from the fund, from \$50,900 to \$58,000, for board of immigration from \$32,900 to \$36,800. Total biennial appropriations for industrial commission, claim department, and minimum wage administration, separate now but lumped in 1921, are increased from \$107,000 to \$125,000 of which \$1,500 is vetoed. Appropriations for free employment bureaus are made for one year only and \$5,500 as compared with \$19,200, the last biennial appropriation. (C. 7.) For maternity act appropriations see p. 321.

Connecticut.—Occupational disease reports are to be made to the department of health instead of to the bureau of labor statistics and authority to enforce reporting law is correspondingly transferred. Physicians are to be paid fifty cents apiece for such reports by this department. (C. 93.) Commissioner of labor and factory inspection may appoint ten instead of nine deputies. Two must be women, as formerly required; a third may be a woman. (C. 115.)

Delaware.—Salary of child labor inspector is increased from \$1,800 to \$2,100. (C. 205.) Salary of assistant child labor inspector is increased from \$1,000 to \$1,500 and is payable in monthly instead of quarterly installments. (C. 201.) Labor commission law is amended to increase from \$1,000 to \$3,600 standing annual expense appropriation provided for therein. (C. 61.) Special appropriation bill covering six months period unprovided for because of change of dates of fiscal year allows \$2,950 for salary and expenses of labor commission, or \$50 more than one-half the 1921 allotment, and continues salary of cannery inspector without change but makes no provision for his expenses. (C. 19.) Annual appropriations for each of next two years are reduced from \$600 to \$350 for expenses of cannery inspector, and from \$5,800 to \$5,700 for salary and expenses of labor commission. (C. 20.)

Florida.—Appropriations for each of two years to match maternity funds are \$16,531.72, and for labor inspector are \$3,200. (No. 3.)

Hawaii.—Appropriation for emergency labor commission sent to Washington in 1921 is increased from \$15,000 to \$30,000. It may be used in part to defray expenses of any commission sent to Hawaii by the United States secretary of labor to investigate conditions complained of. (Act 18.) Biennial appropriations for industrial accident board are increased from \$38,500 to \$41,375. (Act 148.) For appropriations for commission to urge inclusion of Hawaii in benefits of certain federal acts see p. 321.

Idaho.—County assessors are no longer required to collect data and statistics for the department of immigration, labor and statistics. (C. 18.) Biennial appropriations from the state insurance fund for its administrative expenses are

reduced from \$65,540 to \$61,040, including a reduction of biennial salary of fund manager from \$7,200 to \$6,000. (C. 30.) Biennial appropriations from industrial administration fund for accident compensation administration are reduced from \$48,395 to \$40,312, including a reduction in biennial salary appropriation for three commissioners from \$18,000 to \$16,200. (C. 106.) Biennial appropriations for salaries and expenses for mine inspector's office are increased from \$14,975 to \$15,807.20. (C. 185.) For maternity act appropriation see p. 321.

Illinois.—For change of requirements concerning examination of hoisting engineers see p. 291. An appropriation of \$25,000 is made to governor's reserve fund for emergency expenses in connection with mine rescue work of department of mines and minerals. Biennial appropriations for general office of department of labor are increased from \$47,990 to \$48,290; those for public employment offices are reduced from \$418,999 to \$383,270; those for inspection of private employment agencies are reduced from \$46,200 to \$45,040; those for factory inspection are increased from \$221,799 to \$256,100; those for industrial commission are increased from \$518,120 to \$518,420; those for department of mines and minerals are decreased from \$272,350 to \$248,340. (H. B. 743.) Annual salaries of director of labor and of director of mines and minerals are reduced from \$7,000 to \$5,000 until January 1, 1925, and then restored to the original sums until July 1, 1925. Similarly, salaries of assistant director of labor and of chief factory inspector are reduced from \$4,000 to \$3,000 and again restored. Salaries of industrial officers are continued at \$5,000 until January 1, 1925, when that of the chairman is increased to \$7,500, while those of the other four are increased to \$6,000. (H. B. 220.) Emergency appropriation of \$75,000 is made to attorney general for prosecution of cases arising out of the Herrin mine riots. (S. B. 3.)

Indiana.—A department of mines is created, headed by an unpaid board of four members appointed by the governor, two of whom must be coal miners and two coal operators. Actual expenses are allowed. Chief mine inspector is made *ex-officio* secretary to the board. He is to be appointed by the governor for four years and is directed to appoint five assistant inspectors and necessary clerical help. Department is directed to enforce coal mine laws, to collect and diffuse information concerning cause and prevention of mine accidents, and the improvement of mining methods with special reference to health, safety, and conservation of resources, to promote technical efficiency, to supervise mine inspection service, and to submit recommendations for mine legislation to the legislature. Act is declared supplemental to existing laws but conflicting parts are repealed. (C. 42.) For increase of mine inspectors' salaries see p. 292. An unpaid administrative building council is created with chairman of the industrial board, secretary of board of health, and state fire marshal acting as administrative committee and twelve members appointed by them with approval of governor as advisory committee. Three of these must be engineers, three architects, three contractors, and three building mechanics, all engaged in construction industry and nominated by their respective organizations. Administrative committee is directed to enforce all laws relative to construction, repair, and maintenance of places of employment and public buildings, rendering them safe and sanitary, and may make necessary rules, orders and classifications to this end. Advisory committee is to assist, supply

information, and recommend rules and regulations. Employers and owners of places of employment and public buildings are directed to construct, repair, and maintain them so as to make them safe and sanitary in accordance with rules of administrative committee, and the committee is to supervise such places in order to protect life, health, safety, and welfare of employees and other frequenters. It shall cooperate with local authorities in this work. Provision is made for special investigation and order on complaint, also for court appeal from rulings. Penalty for employers violating orders or rules of committee or court decree pursuant thereto, \$10 to \$100 fine for each offense. Terms are defined and exclude agricultural employments. (C. 64.) Annual appropriations of \$24,763.62 are made to match federal maternity funds. Appropriations for industrial board are reduced from \$112,000 to \$90,000 with the specific provision that no part thereof may be used for maintenance of a free employment bureau. (C. 130.)

Iowa.—Immediately after making an inspection, mine inspectors are directed to post summary of conditions found and orders issued in a place conspicuous and accessible to miners. Operators are directed to provide places approved by inspector and protected from weather for posting such notices. Any person destroying notices without permission of inspector is declared guilty of a misdemeanor. (C. 16.) For duties of labor commissioner under new elevator code see p. 296. For transfer of duties under arbitration law see p. 278. Appropriation for office equipment for administering vocational rehabilitation act is reduced from \$800 to \$500. (C. 295.) Salary appropriation act allows additional clerk at \$1,800 a year for Sioux City office of labor commissioner. (C. 334.)

Kansas.—Number of factory inspectors to be employed by court of industrial relations is reduced from three to two, as is also the number of mine inspectors. Total annual appropriations for the court for each of next two years are reduced from \$118,700 to \$77,900. (C. 5.) Ninety per cent of fees charged by mine examining board are to be held in a special fund for its official use, but 10 per cent thereof are declared payable to the general revenue fund to cover expense of board's printing, legal advice, auditing and handling of accounts, and other items now paid from the general revenue fund. (C. 27.)

Maine.—Not over one thousand instead of four thousand copies of biennial reports of commissioner of labor and industry may be printed hereafter. (C. 82.)

Massachusetts.—Chairman of industrial accident board may now appoint more than one reviewing board. Boards may have a minimum of three instead of five members. (C. 151.) Subject to appropriation of sufficient funds, salary of chairman of industrial accident board is increased from \$5,500 to \$6,000, salaries of other members from \$5,000 to \$5,500, and salary of secretary of the department of industrial accidents from \$4,500 to \$5,000, all as of June 1, 1923. (C. 477.) For appropriation see C. 126 and C. 494, p. 329. Salary of commissioner of state aid and pensions is no longer fixed at \$4,000 but shall be determined by governor and council within \$5,000 maximum. (C. 368.) Act making appropriations for county expenses decreases allowance for pensions in Essex county from \$5,500 to \$5,200 and increases similar allowances for Hampden county from \$3,500 to \$5,000, for Hampshire county from \$800 to \$1,000, for Norfolk county from \$2,200 to \$3,000, and for

Worcester county from \$13,000 to \$17,000. (C. 342.) Appropriations for department of labor and industries are increased from \$373,540 to \$374,480, for encouraging old age annuities and mutual benefit schemes in industrial plants from \$3,000 to \$3,060, for compensating injured state employees from \$17,000 later supplemented by \$4,000 to \$25,000, for retiring statehouse scrub-women and cleaners from \$1,560 later supplemented by \$768 to \$2,400, for division of hygiene in department of health from \$43,700 later supplemented by \$15,000 to \$84,350 of which \$46,130 is specifically allotted to maternity and child welfare work. (C. 126.) Appropriations for commission of state aid and pensions are reduced from \$42,700 to 41,750, later supplemented by \$500. Appropriations for building, boiler, and elevator inspection are increased from \$315,850 to \$319,320 later supplemented by \$2,410. Appropriations for department of industrial accidents are increased from \$167,700 with additional deficiency appropriations of \$1,750 and \$824.84 to \$176,500 with a \$2,000 supplementary appropriation and in addition a \$1,647.56 deficiency appropriation. Salaries of board members are specifically covered by \$35,500 of the regular and \$2,000 of the supplemental appropriation. (C. 126 and C. 494.) Appropriations for special commission on old age pensions are \$15,000 and for aid to persons undergoing rehabilitation \$2,500. (C. 494.)

Michigan.—For power of commission to determine where public employment offices shall be located see p. 287, and to condemn unsafe factory machinery see p. 290. For increased power of public utilities commission to require protection for railroad employees see p. 294. Report on labor statistics is to be presented biennially, in legislative years, instead of annually. Some changes are made in list of subjects to be covered. Commissioner is no longer specifically authorized to appoint special agents to collect such data. (No. 206.) Appropriations for each of next two years for department of labor and industry are reduced from \$174,935 to \$170,500. (No. 193.) For maternity act appropriations see p. 321.

Minnesota.—Annual reports of mine inspector are to be submitted in March instead of September and shall cover calendar year instead of year ending June 30. (C. 41 and 62.) For duty of board of health to regulate sanitation of industrial camps see p. 296. For duty of highway commissioner to report accidents see p. 306. The compensation insurance board is continued. Its third member is to be the actuary of the state insurance department serving without additional pay instead of a person versed in workmen's compensation rate making to be appointed by the governor at an annual salary of \$4,500. (C. 263.) Appropriations for industrial commission are increased from \$192,000 and \$195,000 with a supplemental appropriation of \$1,229.16 to \$256,000 for each of next two years. Deficiency appropriation of \$22,000 is also made for this department. For each year \$15,000 is appropriated to board of health for maternity and infancy protection. (C. 443.)

Missouri.—Law creating labor department, H. B. 648, passed in 1921, was defeated on referendum vote at November, 1922, election and is now void. Officers issuing employment certificates are directed to keep records showing date of each permit issued or renewed, name and age of child, and character of employment entered in each case. Semi-annual reports of such information must be transmitted to state industrial inspector. (H. B. 344.) Power of industrial inspector to inspect places where mattresses are made and sold is

extended to allow inspection of mattresses and materials for their manufacture. (H. B. 372.) Fees and fines collected from private employment agencies, formerly held as special fund by commissioner of labor statistics, are henceforth to be paid into state treasury. (S. B. 184.) Appropriations for two years for bureau of labor statistics are increased from \$52,000 to \$59,500. Appropriations for two years for industrial inspector's work are \$65,000, for mining department are \$45,600. (Last two items included in labor department appropriations in 1921 and 1922.) A \$25,000 appropriation for rehabilitation was vetoed. (H. B. 670.) Appropriations for vocational rehabilitation are reduced from \$80,858.88 to \$15,000. (H. B. 671.)

Montana.—For duties of boards of county commissioners under old age pension act see p. 317. Boiler inspectors appointed by industrial accident board are to be designated by railroad commissioners as inspectors of steam vessels and other boats and are to serve in this capacity without additional pay. Separate vessel inspector at \$1,200 salary is no longer to be appointed. (C. 105.) Conflicting sections of coal mining code are reconciled to provide clearly that examinations for positions of mine inspector, mine foremen, and mine examiner shall be held by the state board of mine examiners. Sections providing for special county examining boards are repealed. (C. 142.) Disposition of money received from state fair by department of agriculture, labor and industry is changed. (C. 165.) An appropriation of \$25,000 (apparently to cover a deficiency) is made for salaries and expenses of industrial accident board for year ending June 30, 1923. (H. B. 165.) Deficiency appropriation of \$15.35 is made for coal mine inspection. (H. B. 362.) Appropriations for each of next two years are increased from \$53,146 to \$54,000 for industrial accident board, and from \$10,000 to \$13,500 (originally \$15,000, but lowered by itemized veto) for vocational rehabilitation. (H. B. 389.) Appropriations for each of next two years for department of agriculture, labor and industry are reduced from \$38,675 and \$38,575 to \$38,259. Original appropriation of \$42,510 was reduced by itemized veto. (H. B. 405.) For maternity appropriations see p. 322.

Nebraska.—General appropriation act of 1921 is repealed and new law covering same period reduces biennial appropriations for labor department from \$41,358 to \$35,868, and combined allotment for vocational education and rehabilitation work from \$197,780 to \$178,775. (C. 7. Special session 1922.) For extension of powers of railway commission see p. 294. Biennial appropriations for department of labor are reduced from \$35,868 to \$22,500. Appropriations for rehabilitation, formerly combined with those for vocational education, are \$25,000 exclusive of general salary and maintenance allotment for the board. Appropriation is made for maternity and infancy care showing acceptance of federal funds but it is not segregated from other public welfare department appropriations. (C. 28.)

Nevada.—Provisions covering issuance of hoisting engineers' licenses after beginning of license year are repealed. (C. 18.) Specific requirements as to nature of labor statistics to be collected are repealed and commissioner of labor is directed to collect statistics essential to administration of the labor laws. (C. 53.) For creation of old age pension commission see p. 317. Industrial commission is authorized to invest not over 1½ per cent of total assets of state insurance fund in an office building in Carson City, to occupy

as much thereof as is needed, and to rent the remainder. Income from rentals is to be applied to expense of operating and maintaining the building. (C. 177.) For duties of labor commissioner under law creating public employment service and for appropriations therefor see p. 287. For duty of board of health to enforce sanitary law for construction camps see p. 297. Biennial appropriations for mine inspector are increased from \$27,500 to \$28,000—the additional \$500 to be spent for gas masks for mine rescue work. Appropriations for labor commissioner are reduced from \$9,750 to \$9,000. (C. 145.)

New Hampshire.—Appropriations for two years for bureau of labor are decreased from \$10,050 and \$10,950 respectively to \$7,550 and \$8,450, those for factory inspection are reduced from \$11,400 to \$10,850 for each year, and those for free employment bureau from \$3,950 to \$2,400 for each year. (C. 124 and 126.) For maternity act appropriations see p. 322.

New Jersey.—Annual appropriations for department of labor are increased from \$250,130 to \$250,700, those for payment of pensions from \$25,000 to \$28,000, those for state employees' retirement system from \$25,000 to \$92,575. (C. 165.) Deficiency appropriations of \$7,500 are made for payment of pensions, and of \$139.10 for stenographic service for labor department. (C. 164.) For duties of labor commissioner under law regulating smoking in factories see p. 290.

New Mexico.—Appropriation for department of public welfare specifies that as much thereof as is necessary may be used to match federal maternity care funds. Joint appropriations for vocational education and rehabilitation are decreased from \$30,058.17 to \$15,000 for each of next two years. Deficiency appropriation of \$386.03 is made for state mine inspector's work. (C. 153.)

New York.—A bureau of women in industry is created in the labor department with not less than six investigators, all women, one of whom must be a physician. It is to investigate and report concerning employment conditions of women and minors and to make recommendations for their improvement. Commissioner is directed to submit such recommendations to the legislature in his annual report. (C. 607.) Factory and mercantile inspectors are divided into six grades whose salaries are respectively \$1,680, \$1,800, \$1,920, \$2,100, \$2,220, and \$2,400. Supervising inspectors are to be paid \$3,500. Each inspector after serving one year in a given grade is automatically advanced to the next higher grade. (C. 884.) For increase of state fund expense limit see p. 308. For supervision of pension funds by superintendent of insurance see p. 319. For maternity act appropriations see p. 322. For change in definition of "enforcement authority" in act regulating places of public amusement see p. 297. Extra appropriation of \$150,000 is made for labor department for remainder of fiscal year, not more than \$100,000 thereof to be expended for personal service. Budget for use of these funds must be approved by governor and chairmen of senate finance committee and house ways and means committee. (C. 55.) Annual appropriations for department of labor are increased from \$1,188,450 to \$2,009,528. Unexpended balance of \$43,116 is reappropriated for vocational rehabilitation work. Appropriations of \$130,000 made for division of maternity, infancy and child hygiene in health department. (C. 225.) Several items of labor department appropria-

tions in C. 225 are amended as to use but not as to amount. An additional appropriation of \$12,375 is made for deficiency in rental of former labor department premises due to action of former industrial commissioner "in abandoning premises without proper notice to the lessor." (C. 450.) For appropriation to cover certain wage increases see p. 280. Reappropriation of \$77,005.27 made for division of maternity, infancy and child hygiene. (C. 402.)

North Carolina.—For creation of employment bureau for deaf in department of labor see p. 287. For each of next two years annual appropriations for public employment office are increased from \$10,000 to \$15,000 with proviso that necessary amounts be used to establish a bureau for employment of deaf persons. Annual appropriations for maintenance of persons undergoing industrial rehabilitation training are increased from \$5,000 to \$15,000. (C. 163.) For maternity care appropriations see p. 322.

North Dakota.—A law vesting in the board of administration various new powers and duties relative to child welfare, directs it to secure enforcement of child labor laws, and to cooperate with school authorities in enforcing compulsory education law. (S. B. 172.) For extensive powers of board of administration under child labor law, and for enforcement authority of certain other officials see p. 298. For change in provisions for examination of mine foremen see p. 292. Duties of food commissioner, including enforcement of law regulating sanitary conditions in bakeries, dairies, food factories, packing houses, hotels, markets and other places used for preparation, manufacture, packing, storage, or sale of food, are transferred to the state food commissioner and chemist whose office is newly created. (S. B. 335.) For duty of certain local government officials to supply certain information to workmen's compensation bureau see p. 308. For law requiring annual audit of workmen's compensation bureau see p. 308. For maternity act appropriation see p. 322. Appropriations for two years for department of agriculture and labor are reduced from \$30,000 to \$27,100; for industrial commission from \$25,000 to \$12,890. (S. B. 86.) Appropriations for two years for minimum wage department are reduced from \$10,200 to \$9,100. (H. B. 94.) Appropriations for two years for vocational rehabilitation work are \$14,000 exclusive of general office appropriation lumped with that for vocational education. (S. B. 103.) Appropriations for two years for mine inspection are reduced from \$10,000 to \$9,900. (S. B. 158.) Salary of commissioner of immigration is increased from \$3,000 to \$3,600. His bond is decreased from \$10,000 to \$1,000. He is directed to cooperate with the Lignite Coal Operators' Association to assist in development of the lignite coal industry. Appropriations for his work are decreased from \$200,000 to \$18,000. (S. B. 197.)

Ohio.—For creation of a board of building standards and for its powers see p. 298. For creation of commission on minimum wage see p. 280. Appropriations for each of two years for department of industrial relations are increased from \$781,225 and \$781,025 plus \$32,500 for both years' capital outlay, with a special appropriation of \$20,000 to carry out the new occupational disease provisions of the workmen's compensation law, to \$840,280 and \$839,980 plus \$4,500 for capital outlay; those for rehabilitation are decreased from \$54,710 to \$54,709.10; those for workmen's compensation insurance for state

employees are increased from \$67,500 to \$107,500; and those to match federal maternity care funds are \$38,843.46. (H. B. 622.)

Oklahoma.—Annual appropriations for industrial commission are increased from \$39,520 to \$52,210; for department of labor from \$42,120 to \$62,910 of which, however, items amounting to \$18,000 were vetoed; for mine inspection from \$15,262.50, of which \$1,800 was vetoed, to \$16,612.50; for mining board from \$3,443 to \$3,610. Commissioner of labor is authorized and directed to fix and put into effect a schedule fee of not less than ten dollars for inspection of factories and boilers. (C. 49.) Deficiency appropriation of \$162.10 made for state mining board. (C. 131.) Annual appropriations for each of next two years for bureau of maternity and infancy of state health department are \$21,370.52. An annual budget of \$45,050 is set forth, the balance to be defrayed from federal funds. (C. 168.)

Oregon.—For new basis for calculation of state's contribution to state fund see p. 310. Biennial appropriations for industrial welfare commission are reduced from \$8,500 to \$7,087. (C. 236.) Biennial appropriations for board of conciliation are increased from \$1,000 to \$2,000. (C. 255.) For maternity care appropriations see p. 322. For vocational rehabilitation appropriation see p. 315.

Pennsylvania.—New administrative code reorganizes department of labor. Existing divisions and bureaus are abolished, as are also offices of chief inspector of department of labor, and of manager, assistant manager, actuary, and counsel for the state workmen's insurance board. Commissioner, now known as secretary of labor and industry, may create new bureaus and divisions subject to approval of state executive board, and may appoint necessary deputies and bureau heads and other employees with approval of governor. Workmen's compensation board, workmen's compensation referees, and state workmen's insurance board become departmental administrative bodies in the department of labor, to be appointed by the governor and financially subordinate to the secretary of labor. Industrial board becomes an advisory board in the department. Secretary of labor becomes an *ex officio* member of these bodies and chairman of the industrial board and state workmen's insurance board. The number of workmen's compensation referees is to be determined by the secretary of labor and the governor. The department and its subordinate bodies continue to exercise approximately the same powers under more centralized control. Powers and duties in respect to accident prevention, workmen's compensation, labor statistics, industrial surveys, women's work, employment and unemployment, arbitration and mediation, and industrial inspection are specified in detail. (No. 274.) Commissioner of labor and industry is authorized to appoint four instead of two supervising inspectors. (No. 142.) Act providing for appointment of inspector of steam engines and boilers for Allegheny county is repealed. (No. 148.) For new powers of labor commissioner under employment agency law see p. 286. For powers and duties of department of labor and industry under boiler inspection act see p. 299. For powers and duties of department of labor and industry under elevator safety law see p. 299. Department of labor is directed to enforce a new act for sanitary control of the manufacture and renovation of bedding and upholstery. Fees collected thereunder are appropriated to it to cover this administrative expense. (No. 314.) New administrative code continues depart-

ment of mines and its chief becomes secretary of the department with powers of organization and appointment similar to those vested in secretary of labor and industry. Anthracite mine inspectors, bituminous mine inspectors, and anthracite mine cave commission become departmental administrative bodies with powers practically unchanged. Mine inspectors' examining boards for anthracite and bituminous mines are continued, apparently as independent boards, with the secretary of mines serving as chairman of each. (No. 274.) For creation of old age assistance commission and appropriations therefor see p. 319. For creation of retirement board to administer state employees' retirement system and for appropriations therefor see p. 319. For creation of mine examining board for certain bituminous mine employees see p. 293. For required audit of state fund and check on disbursements see p. 310. For disposal of certain fees charged mine operators and employees see p. 293.

Porto Rico.—For creation of public employment service see p. 287. Appropriations for each of the next two years are increased from \$38,392.75 to \$62,700 for the bureau of labor and from \$6,450 to \$6,800 for the workmen's relief commission. An appropriation of \$25,000 is made for the workmen's relief trust fund. (No. 50.) For appropriation for salary investigation commission see p. 280. Commissioner of agriculture and labor is to serve as one member of the newly created rural improvement commission. (No. 21, special session.) For creation of pension board to administer new retirement act see p. 320.

Rhode Island.—For creation of retirement board to administer Providence employees' pension act see p. 320. For power of board of health to extend list of prohibited occupations see p. 291. Annual appropriation bill covers only eleven months' period because of change of fiscal year dates. Appropriations for rehabilitation, for physical examination of children for employment, for labor department salaries, for public employment offices, for factory inspection equal eleven-twelfths of full year's appropriation in 1922. Appropriations for expenses of labor commissioner are increased from \$3,000 to \$4,583.33 for eleven months (equivalent to \$5,000 for full year); for salaries of inspector and deputy inspector of steam boilers are increased from \$5,000 to \$4,700 for eleven months (equivalent to \$5,127.25 for full year); for expenses of boiler inspector are decreased from \$2,500 to \$1,250 for eleven months (equivalent to \$1,469.52 for full year). (C. 2350.)

South Carolina.—For altered jurisdiction in certain child labor cases see p. 290. For maternity care appropriations see p. 322.

South Dakota.—For duties of industrial commission under minimum wage law see p. 280. Annual appropriations for salary and work of immigration commissioner are reduced from \$25,425 to \$21,400; for salary of deputy industrial commissioner from \$2,520 to \$2,400; for expenses of industrial commissioner from \$3,340 to \$2,850; for salary and work of mine inspector from \$3,150 to \$3,000. Annual appropriation for industrial rehabilitation is increased from \$5,000 to \$6,050. Appropriation for payment of accident compensation claims of state employees for two years is reduced from \$10,000 to \$7,500. (C. 16.) For maternity care appropriations see p. 323.

Tennessee.—Act reorganizing state administration creates a department of labor as one of eight main departments and vests therein powers and duties of the chief mine inspector, mining statistician, district mine inspector, work-

shop and factory inspector, fire prevention commissioner, and the hotel inspection powers of the food and drug inspector. It is in addition directed to supervise administration of the workmen's compensation law, to collect information on labor subjects, to enforce labor laws, and to inspect places of employment with relation to sanitary conditions, heat, light, ventilation, fire exits, dangerous machinery, and child labor. It is empowered to prescribe safeguards and other devices, to order reasonable changes in construction maintenance and repair of places of employment, and to require actions necessary for protection of life, health and safety of employees. The department is divided into four divisions, one of mines, one of factory inspection, one of fire prevention, and one of workmen's compensation. Commissioner of labor, who heads the department, is to receive a salary of \$4,500, and division heads salaries of \$2,500 each. Various bodies now dealing with labor matters are abolished. Board of examiners of miners is subordinated to the newly created division of professional registration in the department of education. (C. 7.) Sections of factory and workshop law requiring payment of graduated inspection fees are repealed. (C. 89.) Biennial appropriations for new department of labor are \$140,200. (C. 15.) Supplemental appropriations for this purpose amount to \$28,800. Biennial appropriations to match federal maternity funds are \$20,000. (C. 74.)

Texas.—For increased salaries of industrial accident board members see p. 311. For power of insurance commission to fix workmen's compensation rates, and for increased salaries of members see p. 311. Annual appropriations for each of next two years to match federal funds for maternity and infancy work are \$36,450.52. Annual appropriations for bureau of labor statistics are increased from \$25,300 to \$26,550 for 1924 and \$25,950 for 1925; for state mining board are reduced from \$3,000 to \$2,200 and \$2,000; for industrial accident board are reduced from \$38,575 to \$30,950. (C. 28, third called session.) Emergency appropriation of \$2,987.48 is made for industrial accident board for balance of fiscal year. (C. 27, third called session.)

Utah.—Law regulating manufacture of bedding authorizes industrial commission to cooperate with board of health in inspection of establishments covered and enforcement of act. (C. 61.) For annual audit of state insurance fund see p. 311. Biennial appropriations for industrial commission are reduced from \$95,600 to \$85,390, and for insurance of state employees from \$3,000 to \$2,000. Biennial appropriation to match federal maternity funds are \$13,240. (C. 108.)

Vermont.—Act reorganizing and consolidating administrative departments subordinates commissioner of industries to public service commission but leaves his duties and responsibilities exclusively in his hands. Powers and duties of board of conciliation and arbitration and of commissioner of weights and measures are vested in commissioner of industries. (No. 8.) Provision is made for action to compel compliance with law requiring fire escapes on buildings in which persons are employed above the second floor. (No. 121.) Annual appropriations for commissioner of industries are decreased from \$15,000 to \$12,000. Appropriation of \$146.40 is made to cover expenditure by committee on the budget in "the railroad strike emergency." (No. 28.)

Washington.—Biennial appropriations for director of labor and industry

are reduced from \$852,079 to \$668,627. (C. 50.) For maternity act appropriations see p. 323.

West Virginia.—Number of factory inspectors is increased from four to six. (C. 48.)

Wisconsin.—For powers and duties of board of control under law regulating public works to relieve unemployment see p. 288. For restriction of industrial commission's power to regulate hours of women in hotels see p. 283. For powers of industrial commission under law regulating dry cleaning and dyeing establishments see p. 229. Board of public affairs is directed to investigate duplication of visits and travel by inspectors of various state boards and departments and to formulate plans for co-ordination to eliminate such duplication. Departments and inspectors are directed to comply with certain requirements to this end. (C. 257.) Annual appropriations for board of conciliation are reduced from \$5,000 to \$2,500. (C. 41.) Annual appropriations for vocational rehabilitation work are increased from \$22,400 to \$25,100. (C. 239.) For use of board of health appropriations to match maternity act funds see p. 323.

Wyoming.—For creation, membership, and powers of child labor commission, and for duties of certain officers to assist in enforcement of child labor laws see p. 300. For authorization of appointment of inspectors to collect state fund premiums see p. 314. For power of mine inspectors to require employment of shot inspectors in certain coal mines see p. 293. For duty of district attorneys and attorney general to enforce women's hour law see p. 283. State board of immigrants and commissioner of immigration are abolished and their powers and duties are transferred to the commissioner of agriculture. (C. 100.) Biennial appropriations, including salary, for commissioner of labor and statistics are reduced from \$13,200 to \$10,346 but apparently his annual salary is increased from \$2,500 to \$3,000. Appropriations for coal mine inspectors of district one and two are reduced from \$9,855.84 and \$8,048 respectively, to \$8,924.68 and \$8,870, and their salaries are apparently increased from \$2,600 to \$3,000 each. Appropriations for board of examiners for coal mine inspectors are reduced from \$1,000 to \$800. (C. 115.) Any sums in state treasury to credit of vocational training maintenance fund, but not exceeding federal allotment in any year, may be expended for rehabilitation work. (C. 39.)

United States.—For power of secretary of labor to permit certain aliens to remain in the country see p. 276. For creation and duties of personnel classification board see p. 271. Regular appropriations for department of state for year ending June 30, 1924, allows \$200,000 for relief and protection of American seamen in foreign countries, and \$3,000 for acknowledging service of vessels rescuing shipwrecked American seamen and citizens. (Public 377, 67th Congress, 4th session.) Regular appropriations for department of labor and its various bureaus for year ending June 30, 1924, amount to \$6,961,556 of which \$1,240,000 is the maternity act appropriation and \$210,000 is allotted to the employment service. (Public 380, 67th Congress, 4th session.) Deficiency appropriation act for year ending June 30, 1923, allows for relief and protection of American seamen \$21,421.33 for 1921, \$10,694.48 for 1922, and a total of \$1,823.13 for various audited claims for the same purpose. Same act allows

audited claims for labor department amounting to \$83.40. (Public 385, 67th Congress, 4th session.) Regular appropriation act for the department of the interior for the year ending June 30, 1924, includes \$68,940 for bureau of pensions for administering civil service retirement act, and \$1,769,700 for bureau of mines, and authorizes public health service to detail medical officers for cooperative work with bureau of mines at its expense for health, safety, and sanitation in mines. (Public 395, 67th Congress, 4th session.) Regular appropriations for year ending June 30, 1924, for employees' compensation commission are \$2,432,740, for interstate commerce commission for promoting safety on railroads are \$700,000, for railroad labor board are \$340,000, and for rehabilitation work under veterans' bureau are \$120,743,000. Responsibility for care and maintenance of department of labor building and appropriations therefor are transferred from secretary of labor to superintendent of state, war, and navy department buildings. (Public 409, 67th Congress, 4th session.) Regular appropriation act for the District of Columbia for year ending June 30, 1924, allows \$5,000 for the District of Columbia minimum wage board provided that not over \$2,000 be expended therefor from this or the deficiency appropriation between April 30, 1923, and the time when the constitutionality of the act be decided, and allows \$10,000 for District of Columbia employees' pension fund, and \$4,500 for District of Columbia health department for enforcement of law regulating employment of women. (Public 457, 67th Congress, 4th session.) Coal commission act is amended to permit judges to serve as unpaid members or advisory members without impairing their tenure of office as judges, to vest in the commission additional powers for securing testimony and information, and to increase appropriations for its work from \$200,000 to \$600,000. (Public 499, 67th Congress, 4th session.) Deficiency and supplemental appropriation act allows \$475,000 for employees' compensation commission; \$400,000 for United States coal commission for fiscal years 1923 and 1924; \$120 for labor department to refund erroneous immigration fines; \$12,053.37 for department of state for relief and protection of American seamen, and a number of small audited claims for labor department, bureau of mines, rehabilitation work, and relief of seamen. (Public 543, 67th Congress, 4th session.) For appropriations to supplement salaries see p. 280.

II. Topical Index by States

THE labor laws enacted by the forty-four states, two territories, and one insular possession which held regular sessions, by those which held special sessions, and by Georgia and Nebraska which held sessions too late in 1922 for review in that year, together with the labor laws enacted by the Sixty-seventh Congress, third and fourth sessions, are indexed herewith by states in alphabetical order with chapter and page references to the session law volumes. The figures in heavier type, outside the parentheses, refer to pages in this REVIEW.

ALABAMA

Individual Bargaining: garnishment of public employees' salaries authorized (No. 427), p. 575), p. 272.

Hours: hours of certain public employees limited (No. 276, p. 163), p. 281; penalties of Sunday observance law revised (No. 417, p. 559), p. 284.

Employment: emigrant labor agents regulated (No. 181, p. 208), p. 285; working convicts and free labor together forbidden in certain counties (No. 312, p. 193, and No. 411, p. 291), p. 288.

Safety and Health: regulation of safety and sanitation of buildings authorized (No. 435, p. 581), p. 295.

Social Insurance: maintenance of disabled persons during rehabilitation authorized (No. 507, p. 676), p. 314; federal maternity act accepted (No. 59, p. 35), p. 320; duties of compensation commissioner transferred (No. 464, p. 607), p. 302.

Administration: county boards of child welfare authorized (No. 369, p. 389), p. 324; certain domestic relations courts given jurisdiction in child labor cases (No. 466, p. 612), p. 324; salaries and appropriations for mine inspectors increased (No. 503, p. 670), p. 324; appropriations for rehabilitation (No. 507, p. 676), p. 324.

ALASKA

(Page numbers not yet available.)

Individual Bargaining: wage protection law enacted (C. 49), p. 271; lien created for labor in fish product plans (C. 53), p. 272.

Safety and Health: certificates of competency required for certain mine employees (C. 35), p. 291.

Social Insurance: workmen's compensation act amended (C. 98), p. 302; appropriation for accident and workmen's compensation statistics (C. 96), p. 325; old age pension act amended (C. 46), p. 315; appropriation therefor (C. 96), p. 325.

Administration: co-operation with federal government in mine inspection provided for (C. 82), p. 324; appropriations for old age pensions and for collection of accident and workmen's compensation statistics (C. 96), p. 325.

ARIZONA

Individual Bargaining: restriction of immigration urged (S. J. M. No. 1, p. 347), p. 276; preference given to citizens for state employment (C. 77, p. 296), p. 276; office of state immigration commissioner abolished (C. 12, p. 57), p. 276; political activities of employees protected (C. 10, p. 53), p. 276.

Collective Bargaining: President urged to force settlement of railroad strike (S. C. R. No. 6, p. 325), p. 278; federal government urged to correct conditions resulting from railroad strike (H. C. R. No. 6, p. 330), p. 293.

Minimum Wage: minimum wage for women increased (C. 3, p. 6), p. 280.

- Safety and Health:* federal government urged to increase safety inspection force for railroads (H. C. R. No. 6, p. 330), p. 293.
- Social Insurance:* assessment of certain costs in personal injury suits determined (C. 30, p. 102), p. 300; claim allowed for care of injured state employee (C. 16, p. 70), p. 300; maternity act accepted (C. 70, p. 176), p. 321.
- Administration:* office of immigration commissioner abolished (C. 12, p. 57), p. 276; appropriations for mine inspection, for rehabilitation, and for maternity care (C. 77, p. 256), p. 325.

ARKANSAS

- Individual Bargaining:* settlement of disputes over wages is provided for (Act 380, p. 351), p. 271; jurisdiction in blacksmith's lien cases changed (Act 252, p. 201), p. 272; lien created for oil and gas well laborers (Act 513, p. 430), p. 273; penalties added to certain parts of mechanics' lien law (Act 563, p. 458), p. 273; lien law for laborers on wells extended (Act 615, p. 499), p. 273.
- Collective Bargaining:* committee created to investigate strike conditions (S. C. R. 1, p. 801), p. 278; work of committee continued (Act 376, p. 343), p. 278.
- Minimum Wage:* wages for Izard county road work determined (Special Act 476, p. 982), p. 279; wages for Dallas county road work determined (Special Act 460, p. 959), p. 279.
- Safety and Health:* boiler inspection requirements strengthened (Act 369, p. 322), p. 325.
- Social Insurance:* rehabilitation act accepted (Act 70, p. 30), p. 314; maternity act accepted (Act 97, p. 50), p. 321; appropriations for maternity care (Act 744, p. 704), p. 325.
- Administration:* labor commissioner empowered to determine wage disputes (Act. 380, p. 351), p. 271; boiler inspection department created (Act. 369, p. 322), p. 325; salary and expense allowance of mine inspector increased (Act 121, p. 80), p. 325; appropriations for mine inspection for 1921-1923 (Act. 220, p. 179), p. 325; for 1922-1923 (Act 726, p. 659), p. 325; maternity act appropriations (Act. 744, p. 704), p. 325; bureau of labor statistics appropriations (Act. 709, p. 629), p. 325; deficiency appropriation therefor (Act 687, p. 586), p. 325; boiler inspection appropriations (Act 717, p. 647), p. 325; railroad strike commission appropriations (Act 376, p. 343), p. 278.

ARKANSAS

(Special Session.)

Session law volume not yet available. Advance information indicates passage of the following laws.

- Collective Bargaining:* notice of trade disputes required (No. 4), p. 285.
- Employment:* act creating public employment service and regulating private employment agencies amended (No. 4), pp. 285 and 287.

CALIFORNIA

- Individual Bargaining:* wage collection act amended (C. 257, p. 511), p. 271; mechanics' lien law amended (C. 109, p. 236), p. 273; lien on certain property limited (C. 338, p. 695), p. 273; city employees' wage claims protected (S. C. R. 5, p. 1321), p. 283; Congress urged to prohibit immigration of certain persons (S. J. R. 13, p. 1657), p. 276; constitutional amendment urged to withhold citizenship from certain persons (S. J. R. 14, p. 1677), p. 276; certain laborers exempted from civil service law (S. C. R. 25, p. 1651), p. 276.
- Collective Bargaining:* President urged to end railroad strike (S. J. R. 15, p. 1658), p. 278; measures for adjustment of future labor disputes urged (A. J. R. 23, p. 1634), p. 278.

- Minimum Wage:* increased compensation for customs service employees urged (S. J. R. 3, p. 1611), p. 279; current wages guaranteed certain city employees (S. C. R. 5, p. 1321), p. 283; constitutional amendment on minimum wage urged (S. J. R. 19, p. 1659), p. 280.
- Hours:* eight-hour day fixed for certain city employees (A. C. R. 2, p. 1436), p. 281; vacations allowed for certain city employees (S. C. R. 5, p. 1321, and S. C. R. 8, p. 1292), p. 283.
- Employment:* false information on employment conditions forbidden (C. 262, p. 514), p. 289; employment agency regulations amended (C. 412, p. 934, C. 413, p. 936, and C. 414, p. 937), p. 286.
- Safety and Health:* constitutional amendment prohibiting child labor urged (A. J. R. 21, p. 1644), p. 289.
- Social Insurance:* workmen's compensation act amended (C. 90, p. 165, C. 161, p. 396, C. 197, p. 438, C. 379, p. 770, and C. 381, p. 772), p. 302; amendment to federal employees' retirement act urged (S. J. R. 2, p. 1610), p. 315; federal maternity act accepted (C. 65, p. 132), p. 321.
- Administration:* power of labor commissioner extended (C. 412, p. 934), p. 325; standing appropriation for industrial welfare commission repealed (C. 291, p. 618), p. 325; appropriations for bureau of labor statistics, for industrial welfare commission, for industrial accident commission, for immigration and housing commission, for accident claims of state employees, for mining bureau (C. 121, p. 242), p. 325.

COLORADO

- Individual Bargaining:* prompt payment of coal miners' wages guaranteed (C. 144, p. 447), p. 271; wages of laborers on public works safeguarded (C. 155, p. 480), p. 273.
- Collective Bargaining:* arbitration law amended (C. 199, p. 720), p. 278.
- Safety and Health:* regulation of safety and health conditions in buildings authorized (C. 182, p. 649), p. 295.
- Social Insurance:* encouragement of certain damage suits forbidden (C. 96, p. 258), p. 300; workmen's compensation act amended (C. 200, p. 723, C. 201, p. 731, C. 202, p. 749, and C. 203, p. 752), p. 303; federal maternity accepted (C. 79, p. 213), p. 321; corporations authorized to insure their employees (C. 89, p. 241), p. 323.
- Administration:* mine inspectors' salaries increased (C. 145, p. 449), p. 326; temporary appropriations made for all departments (C. 8, p. 66), p. 326; appropriations for bureau of labor statistics, for factory inspection, for boiler inspection, for bureau of mines, for state fund expenses, for board of immigration, for industrial commission, claim department, and minimum wage, and for employment service (C. 7, p. 27), p. 326; appropriations for maternity care (C. 79, p. 213), p. 321.

CONNECTICUT

- Individual Bargaining:* wages of laborers on public highways safeguarded (C. 274, p. 3775), p. 273.
- Collective Bargaining:* trade union insignia further protected (C. 137, p. 3574), p. 277.
- Hours:* night work in bowling alleys prohibited for certain minors (C. 241, p. 3684), p. 284.
- Safety and Health:* certain children exempted from school attendance law (C. 6, p. 3479), p. 295; responsibility for provisions of adequate toilet accommodations transferred (C. 117, p. 3560), p. 290.
- Social Insurance:* encouragement of certain damage suits forbidden (C. 147, p. 3580), p. 301; insurance coverage of highway department employees authorized (C. 211, p. 3636), p. 301; lien against accident policies created for hospitals (C. 235, p. 3678), p. 301;

- state employees' retirement act amended (C. 119, p. 3561, and C. 217, p. 3640), p. 315.
- Administration*: enforcement of occupational disease reporting law transferred to health department (C. 93, p. 3541), p. 326; number of deputies to be appointed by labor commissioners increased (C. 115, p. 3558), p. 326.

DELAWARE

- Miscellaneous*: children's code commission created (C. 263, p. 708), p. 269.
- Individual Bargaining*: wages declared attachable for certain purposes (C. 128, p. 346), p. 272.
- Hours*: children's hours reduced (C. 203, p. 598), p. 281; night work in street trades prohibited for certain minors (C. 204, p. 599), p. 289.
- Safety and Health*: employment of children in street trades regulated (C. 204, p. 599), p. 289; employment age for dangerous trades raised (C. 202, p. 596), p. 289; regulation of safety and sanitation of buildings authorized (C. 114, p. 292), p. 295; jurisdiction in school attendance violation cases changed (C. 175, p. 535), p. 295; manufacture of soft drinks regulated (C. 55, p. 131), p. 295.
- Social Insurance*: liability of aircraft owners for injury to employees determined (C. 199, p. 589), p. 301; certain city employees included in workmen's compensation act (C. 206, p. 602), p. 303.
- Administration*: salary of assistant child labor inspector increased (C. 201, p. 595), p. 326; salary of child labor inspector increased (C. 205, p. 601), p. 326; standing appropriations for labor commission increased (C. 61, p. 151), p. 326; appropriations for cannery inspector and for labor commission (C. 19, p. 40, and C. 20, p. 50), p. 326.

FLORIDA

- Miscellaneous*: children's code commission created (No. 155, p. 303), p. 269.
- Individual Bargaining*: lien law enacted (No. 178, p. 327), p. 273; judgment on liens limited (No. 202, p. 386), p. 273.
- Employment*: preference for employment granted state residents (No. 28, p. 142), p. 289; procuring labor regulated (No. 179, p. 329), p. 289.
- Social Insurance*: commission on workmen's compensation created (Reference not available), p. 315; maternity act accepted (No. 68, p. 200), p. 321.
- Administration*: appropriations for maternity work and for labor inspector (No. 3, p. 31), p. 326.

GEORGIA

(Laws of 1922.)

- Miscellaneous*: children's code commission created (Part I, Title VI, No. 300, p. 71), p. 269.
- Individual Bargaining*: jurisdiction over lien foreclosures changed (Part II, Title I, No. 418, p. 282, and No. 473, p. 208), p. 273.
- Social Insurance*: workmen's compensation law amended (Part I, Title VI, No. 490, p. 185, and 513, p. 77), p. 243 in December 1922 REVIEW; provisions of federal maternity act accepted (Part IV, No. 49, p. 1125), p. 321.

GEORGIA

- Miscellaneous*: special police officers authorized for certain industrial concerns (Part III, Title I, No. 303, p. 370), p. 269.
- Social Insurance*: workmen's compensation act amended (Part I, Title VI, No. 64, p. 92), p. 304; retirement of certain city employees provided for (Part III, Title I, No. 199, p. 443), p. 304.

GEORGIA

(Special session.)

No labor legislation.

HAWAII

Miscellaneous: voting rights of certain employees protected (Act. 263, p. 334), p. 269.

Collective Bargaining: various forms of picketing forbidden (Act 189, p. 236), p. 278.

Hours: cumulative vacation periods for public employees lengthened (Act 82, p. 83), p. 284; vacations allowed for city and county employees (Act 162, p. 194), p. 284.

Safety and Health: compulsory school law amended (Act 73, p. 67), p. 296.

Social Insurance: liability of aircraft owners for injury to employees determined (Act 109, p. 124), p. 301; workmen's compensation act amended (Act 249, p. 311), p. 304; extension of federal rehabilitation act to territory urged (Act 86, p. 101), p. 321; extension of federal maternity act to territory urged (Act 86, p. 101), p. 321.

Administration: appropriations for emergency labor commission and for other purposes (Act 18, p. 16), p. 326; appropriations for industrial accident board and for special commission sent to United States (Act 148, p. 179), p. 326.

IDAHO

Miscellaneous: injury to mine property forbidden (C. 189, p. 296), p. 269.

Individual Bargaining: lien law covering mining claims amended (C. 8, p. 9), p. 273; farm laborers' lien law amended (C. 24, p. 27, and C. 33, p. 36), p. 273; loggers' liens protected (C. 156, p. 227), p. 273.

Hours: Eight hour law for employees on public works amended (C. 93, p. 111), p. 281.

Safety and Health: mine safety law amended (C. 131, p. 192), p. 291.

Social Insurance: salaries of compensation commissioners reduced (C. 106, p. 132), p. 327; salary of state fund manager reduced (C. 30, p. 31), p. 327; maternity act accepted (C. 130, p. 190), p. 321.

Administration: labor statistics no longer gathered by county assessors (C. 18, p. 19), p. 326; appropriations for state insurance fund and salary of manager (C. 30, p. 31), p. 326; appropriations for accident compensation administration and salaries of commissioners (C. 106, p. 132), p. 327; appropriations for mine inspection (C. 185, p. 288), p. 327; appropriations for maternity care (C. 130, p. 190), p. 321.

ILLINOIS

Miscellaneous: stock issue to employees authorized (H.B. 349, p. 282), p. 269; salary standardization commission created (H. B. 407, p. 84), p. 270.

Individual Bargaining: garnishment law amended (H. B. 30, p. 413), p. 274; method of enforcing certain liens changed (S. B. 292, p. 271), p. 274; lien law amended in respect to notice (H. B. 664, p. 433), p. 274.

Collective Bargaining: settlement of railroad strike urged (S. J. R. 27, p. 639), p. 278.

Employment: act to aid discharged service men in obtaining employment repealed (H. B. 291, p. 353), p. 287.

Safety and Health: mine safety laws amended (S. B. 372, p. 449, S. B. 373, p. 464, and S. B. 375, p. 460), p. 291; filing of mine maps required after transfer (H. B. 570, p. 464), p. 292.

Social Insurance: members of certain fire departments excluded from workmen's compensation act (H. B. 89, p. 354), p. 304; certain occupational disease cases declared compensable (H. B. 228, p. 351), p. 304; rehabilitation act amended (S. B. 275, p. 173), p. 314; park employees' retirement act amended (S. B. 184, p. 468), p. 315; municipal employees' retirement act amended (S. B. 241, p. 204), p. 315; public library employees' retirement act amended (S. B. 381, p. 430), p. 316.

Administration: appropriations for mine rescue work, for department of labor, for public employment offices, for inspection of private employment agencies, for factory inspection, for industrial commission, for department of mines and minerals (H. B. 743, p. 96), p. 327; salaries of director of labor, director of mines and minerals, assistant director of labor, chief factory inspector, and industrial officers adjusted (H. B. 220, p. 48), p. 327; appropriation for prosecutions in mine riot cases (S. B. 3, p. 13), p. 327; requirements concerning examination of hoisting engineers amended. (S. B. 372, p. 449), p. 291.

INDIANA

Safety and Health: employers required to render places of employment safe and sanitary (C. 64, p. 195), p. 328; coal mining laws recodified (C. 177, p. 487), p. 292.

Social Insurance: workmen's compensation law amended (C. 76, p. 245), p. 305; commission created to study old age pensions (H. C. R. 14, not included in session law volume), p. 316; certain public utilities' employees excluded from workmen's compensation act (C. 10, p. 29), p. 324; benefit funds authorized for certain public utilities' employees (C. 10, p. 29), p. 323; federal maternity act accepted (C. 60, p. 175), p. 321.

Administration: department of mines created (C. 42, p. 131), p. 327; mine inspectors' salaries increased (C. 177, p. 487), p. 292; administrative building council created and certain public officials designated as administrative committee thereof with broad powers over places of employment (C. 64, p. 195), p. 327; appropriations made for maternity care and for industrial board, and appropriation for free employment bureau withheld (C. 130, p. 337), p. 328.

IOWA

Miscellaneous: appropriations made for improvement of school conditions in mining camps (C. 286, p. 311), p. 270.

Individual Bargaining: workmen's compensation awards exempted from garnishment (C. 206, p. 192), p. 305.

Collective Bargaining: arbitration and conciliation law amended (C. 230, p. 220), p. 278.

Safety and Health: elevator safety law enacted (C. 18, p. 12), p. 296; regulation of safety and sanitation of buildings authorized (C. 134, p. 124), p. 296.

Social Insurance: accident compensation allowed certain law enforcing officers (C. 17, p. 11), p. 305; workmen's compensation awards exempted from garnishment, etc. (C. 206, p. 192), p. 305; federal maternity act accepted (C. 61, p. 63), p. 321; employees' benefit schemes excluded from insurance laws (C. 170, p. 157), p. 324;

Administration: mine inspectors directed to post summaries of conditions found and orders issued (C. 16, p. 10), p. 328; duties of labor commissioner extended under elevator code and conference board appointed (C. 18, p. 12), p. 296; administrative duties under arbitration law transferred (C. 230, p. 220), p. 278; appropriations for vocational rehabilitation (C. 295, p. 318), p. 328; additional clerk allowed labor commissioner (C. 334, p. 371), p. 328.

IOWA

(Special Session)

No labor legislation enacted in 1923. Session continuing into 1924.

KANSAS*Miscellaneous*: railroads authorized to grant free transportation to persons killed in their employ (C. 168, p. 241), p. 270.*Individual Bargaining*: threshers' lien law extended (C. 159, p. 230), p. 274.*Collective Bargaining*: appropriations and staff of industrial court curtailed (C. 5, p. 18), p. 328.*Hours*: certain county and town employees excluded from eight-hour law (C. 157, p. 222), 281.*Safety and Health*: child labor law amended (C. 182, p. 265), p. 296.*Administration*: appropriations and staff of court of industrial relations reduced (C. 5, p. 18), p. 328; disposition of mine examination fees altered (C. 27, p. 42), p. 328.**MAINE***Hours*: hours of certain minors reduced (C. 198, p. 344), p. 281; hour law for women and minors initiated but killed. (No. reference available), p. 282*Safety and Health*: safety requirements for inland boats altered (C. 149, p. 277), p. 294.*Social Insurance*: accident compensation allowed injured members of national guard and naval militia (C. 174, p. 281), p. 305; state employees' retirement act amended (C. 199, p. 345), p. 316.*Administration*: number of reports of commissioner of labor and industry reduced (C. 82, p. 75), p. 328.**MASSACHUSETTS***Individual Bargaining*: weekly pay day law extended (C. 136, p. 136), p. 272.*Minimum Wage*: commission of administration directed to report on minimum and maximum salaries for various classes of state employees (C. 362, p. 330), p. 279; law establishing wage for certain laborers on public works amended (C. 350, p. 320), p. 280.*Hours*: emergency clause included in eight-hour law for certain public employees (C. 236, p. 227), p. 281; vacations granted more city employees (C. 346, p. 318), p. 284; commission of administration and finance is directed to report on vacations for various classes of state employees (C. 362, p. 330), p. 279.*Employment*: regulations covering certain employment agencies amended (C. 473, p. 502), p. 286; in employment of scrub women preference given to widows of certain former city employees (C. 476, p. 510), p. 288.*Social Insurance*: workmen's compensation act amended (C. 163, p. 153, C. 125, p. 72, and C. 139, p. 138), p. 305; additional reviewing boards to be appointed (C. 151, p. 145), p. 328; salaries of industrial accident board members increased (C. 477, p. 511), p. 328; cities and towns authorized to establish accident compensation insurance funds (C. 234, p. 226), p. 305; aid during rehabilitation training authorized (C. 434, p. 441), p. 314; retirement law enacted for laborers employed by New Bedford (C. 161, p. 151), p. 316; retirement law enacted for certain county employees (C. 333, p. 294), p. 316; retirement law enacted for employees of Worcester (C. 410, p. 417), p. 316; Boston employees' retirement law amended (C. 426, p. 435), p. 317; county employees' retirement law amended (C. 190, p. 165), p. 317; state employees' retirement law amended (C. 205, p. 208), p. 317; city employees' retirement law amended (C. 458, p. 469), p. 317; commission created to study and report

concerning pensions for private and public employees (Resolves, C. 43, p. 577), p. 317.

Administration: appointment of additional reviewing boards authorized (C. 151, p. 145), p. 328; salaries of industrial accident board members increased (C. 477, p. 511), p. 328; salary of commissioner of state aid and pensions altered (C. 368, p. 370), p. 328; appropriations for county pensions (C. 342, p. 305), p. 328; appropriations for department of labor and industries, for encouraging old age annuities, for compensating injured state employees, for retiring state house scrub women, for maternity care, for commissioner of state aid and pensions, for building, boiler and elevator inspection, for department of industrial accidents, for old age pension commission, and for aid to persons during rehabilitation training (C. 126, p. 73, and C. 494, p. 545), p. 329.

MICHIGAN

Miscellaneous: bribery law revised (No. 146, p. 211), p. 270.

Hours: children's night work law and women's and children's hour law extended (No. 206, p. 319), p. 282.

Employment: change in location of public employment offices authorized (No. 206, p. 319), p. 287.

Safety and Health: child labor laws generally amended (No. 206, p. 319), p. 289; factory safety device law amended (No. 206, p. 319), p. 290; automatic fire box doors required on certain locomotives (No. 86, p. 112), p. 294; standard caboose cars required (No. 123, p. 182), p. 294; power to protect railroad employees increased (No. 127, p. 186), p. 294.

Social Insurance: liability of aircraft owner for injury to employees determined (No. 224, p. 362), p. 301; federal maternity act accepted (No. 240, p. 386), p. 321; regulations for companies insuring railroad employees amended (No. 71, p. 96), p. 324.

Administration: commission empowered to locate public employment offices (No. 206, p. 319), p. 287; commission empowered to condemn unsafe machinery (No. 206, p. 319), p. 290; public utilities commission's powers increased (No. 127, p. 186), p. 294; collection and publication of labor statistics altered (No. 206, p. 319), p. 329; appropriations for department of labor and industry (No. 193, p. 304), p. 329; appropriations for maternity care (No. 240, p. 386), p. 321.

MINNESOTA

Individual Bargaining: time check wage payment law amended (C. 167, p. 189), p. 272; wage payment law enacted for certain county employees (C. 268, p. 350), p. 272; threshers' lien law extended (C. 132, p. 141), p. 274; public employees' wages and salaries subjected to garnishment (C. 363, p. 520), p. 274.

Collective Bargaining: notice of trade disputes required in labor advertisements (C. 272, p. 364), p. 289.

Minimum Wage: publication of minimum wage orders altered (C. 153, p. 173), p. 280.

Hours: women's hours restricted (C. 422, p. 626), p. 282; weekly rest day law enacted (C. 298, p. 395), p. 284.

Employment: employment service for blind persons extended (C. 336, p. 487), p. 287; advertisements for labor further regulated (C. 272, p. 364), p. 289.

Safety and Health: railroad safety regulations extended (C. 392, p. 547), p. 294; sanitation of industrial camps regulated (C. 227, p. 260), p. 296.

Social Insurance: liability law for railroad employees amended (C. 333, p. 485), p. 301; workmen's compensation act amended (C. 91, p. 87, C. 279, p. 373, C. 282, p. 377, C. 300, p. 398, and C. 408, p. 566),

p. 305; volunteer firemen excluded from workmen's compensation act (C. 179, p. 204), p. 306; highway employees allowed accident compensation (C. 242, p. 303), p. 306; membership of compensation insurance board changed (C. 263, p. 333), p. 329; maintenance allowed blind persons during rehabilitation training (C. 336, p. 487), p. 287.

Administration: regulations governing mine inspectors' reports amended (C. 41, p. 40, and C. 62, p. 58), p. 329; board of health directed to regulate sanitation of industrial camps (C. 227, p. 260), p. 296; highway commissioner directed to report accidents of his employees (C. 242, p. 303), p. 306; membership of compensation insurance board altered (C. 263, p. 333), p. 329; appropriations for industrial commission and for maternity care (C. 443, p. 677), p. 329.

MISSOURI

Hours: children's hour law amended (S. B. 23, p. 129), p. 282.

Employment: disposition of employment agency fees and fines altered (S. B. 184, p. 248), p. 330.

Safety and Health: caboose car regulations amended (H. B. 80, p. 309), p. 294; first aid kits required on trains (C. S. H. B. 517, p. 332), p. 294.

Social Insurance: workmen's compensation act defeated (H. B. 73 of 1921), p. 306.

Administration: labor department law defeated (H. B. 648 of 1921), p. 329; duties of employment certificate officers altered (H. B. 344, p. 130), p. 329; powers of industrial inspector extended (H. B. 372, p. 248), p. 329; disposition of certain fees altered (S. B. 184, p. 248), p. 330; appropriations for bureau of labor statistics, for industrial inspector, for mining department, and for rehabilitation work (H. B. 670, p. 11), p. 330; appropriations for rehabilitation work (H. B. 671, p. 77), p. 330.

MONTANA

Individual Bargaining: lien law for laborers on oil or gas wells amended (C. 152, p. 434), p. 274; threshers' lien law amended (C. 27, p. 46, and C. 28, p. 46), p. 274.

Safety and Health: boiler inspection act amended (C. 140, p. 402), p. 296.

Social Insurance: old age pension law for all citizens enacted (C. 72, p. 192), p. 317; appropriations made to match federal maternity funds (H. B. 408, p. 594), p. 322.

Administration: county commissioners directed to administer old age pension act (C. 72, p. 192), p. 317; boiler inspectors to be designated steam vessel inspectors (C. 105, p. 270), p. 330; procedure for examination of certain mine employees clarified (C. 142, p. 405), p. 330; disposition of certain funds altered (C. 165, p. 538), p. 330; deficiency appropriation for industrial accident board (H. B. 165, p. 546), p. 330; deficiency appropriation for coal mine inspector (H. B. 362, p. 559), p. 330; appropriations for industrial accident board and for vocational rehabilitation work (H. B. 389, p. 564), p. 330; appropriations for department of agriculture, labor and industry (H. B. 405, p. 583), p. 330; maternity care appropriations (H. B. 408, p. 594), p. 322.

NEBRASKA

(Special Session 1922.)

Administration: appropriations for labor department and for vocational rehabilitation work (C. 7, p. 67), p. 330.

NEBRASKA

Individual Bargaining: threshers' lien created (C. 117, p. 278), p. 274; lien created for work certain property (C. 118, p. 280), p. 274.

- Safety and Health*: comfort of persons accompanying stock trains further provided for (C. 162, p. 391), p. 294.
Social Insurance: railroad employees' liability law amended (C. 80, p. 219, and C. 81, p. 220), p. 301; railroad accident reporting law amended (C. 171, p. 405), p. 301; federal maternity act accepted (C. 154, p. 375), p. 322; benefit rights of railroad employees protected (C. 80, p. 219), p. 301.
Administration: railway commission's powers extended (C. 162, p. 391), p. 294; appropriations for department of labor, for rehabilitation work, and for maternity care (C. 28, p. 123), p. 330.

NEVADA

- Collective Bargaining*: strike notices regulated (C. 151, p. 266), p. 279; public employment office directed to give applicants notice of pending trade disputes (C. 121, p. 203), p. 287.
Hours: women's hour law penalties increased (C. 69, p. 95), p. 282.
Employment: private employment agency regulations extended (C. 67, p. 78), p. 286; public employment service created (C. 121, p. 203), p. 287.
Safety and Health: child labor constitutional amendment urged (S. J. R. 5, p. 402), p. 289; mine safety laws amended (C. 24, p. 23), p. 292; sanitation of highway construction camps regulated (C. 47, p. 57), p. 296; regulation of safety and sanitation of buildings authorized (C. 125, p. 218), p. 297.
Social Insurance: liability of aircraft owners for injury to employees determined (C. 66, p. 76), p. 301; workmen's compensation act amended (C. 106, p. 182), p. 306; industrial commission empowered to invest portion of state insurance fund (C. 177, p. 315), p. 330; old age pension law for all citizens enacted (C. 70, p. 96), p. 317; federal maternity act accepted (C. 48, p. 59), p. 322; governor's provisional acceptance ratified (C. 49, p. 61), p. 322.
Administration: provisions for issuance of certain licenses amended (C. 18, p. 16), p. 330; collection of labor statistics altered (C. 53, p. 64), p. 330; old age pension commission created (C. 70, p. 96), p. 317; industrial commission authorized to invest portion of state insurance fund (C. 177, p. 315), p. 330; new duties created for labor commissioner under public employment service act (C. 121, p. 203), p. 287; board of health directed to enforce sanitary law for construction camps (C. 47, p. 57), p. 297; appropriations for mine inspector and for labor commissioner (C. 145, p. 254), p. 331.

NEW HAMPSHIRE

- Individual Bargaining*: state employees' pay day law amended (C. 99, p. 121), p. 272.
Safety and Health: caboose car regulations amended (C. 112, p. 132), p. 294.
Social Insurance: liability law amended (C. 13, p. 28), p. 301; workmen's compensation act amended (C. 91, p. 113), p. 306; federal maternity act accepted (C. 164, p. 199), p. 322.
Administration: appropriations for bureau of labor, for factory inspection, and for employment bureau (C. 124, p. 169, and C. 126, p. 174), p. 331; appropriations for maternity care (C. 164, p. 199), p. 322.

NEW JERSEY

- Hours*: women's night work law enacted (C. 144, p. 312), p. 285.
Safety and Health: child labor law amended (C. 80, p. 158), p. 289; age certificates provided for certain children (C. 88, p. 168), p. 297; smoking in factories regulated (C. 31, p. 64), p. 290.
Social Insurance: workmen's compensation act amended (C. 49, p. 101, and C. 81, p. 162), p. 307; special sums allotted to rehabilitation fund (C. 81, p. 162), p. 307; compensation payments extended in certain rehabilitation cases (C. 49, p. 101), p. 307; death benefits

allowed certain widows (C. 86, p. 167), p. 318; committee created to study occupational disease compensation (no reference available), p. 315; city employees' retirement provided for (C. 103, p. 194), p. 318; state employees' retirement act amended (C. 139, p. 301), p. 318.

Administration: new duties created for labor commissioner under law regulating smoking in factories (C. 31, p. 64), p. 290; deficiency appropriations for pension payments and for labor department (C. 164, p. 351), p. 331; appropriations for department of labor, for payment of pensions, and for state employees' retirement system (C. 165, p. 371), p. 331.

NEW MEXICO

Individual Bargaining: mechanics' lien law amended (C. 24, p. 34), p. 274; wages of employees on public works protected (C. 136, p. 203), p. 274.

Collective Bargaining: trade unions specifically exempted from monopoly laws (C. 37, p. 55), p. 277.

Hours: children's hours further regulated (C. 148, p. 318), p. 297.

Safety and Health: part time school attendance required for certain employed children (C. 148, p. 318), p. 297.

Social Insurance: appropriations made to match federal maternity funds (C. 153, p. 333), p. 331.

Administration: appropriations for maternity care, for rehabilitation work, and for mine inspector (C. 153, p. 333), p. 331.

NEW YORK

Individual Bargaining: apprenticeship provisions repealed (C. 306, p. 521), p. 277; wage protection law amended (C. 787, p. 1377), p. 274; civil service promotion laws amended (C. 180, p. 227, and C. 876, p. 1696), p. 277; certain public employees protected from salary loss (C. 458, p. 741), p. 277; reinstatement of certain public employees permitted (C. 875, p. 1694), p. 277.

Minimum Wage: salaries of armory laborers increased (C. 467, p. 752), p. 280; salaries of certain institution employees increased (C. 881, p. 1702), p. 280.

Hours: change of vacation schedule of public employees authorized (C. 626, p. 937), p. 284.

Safety and Health: caboose car regulations deferred (C. 519, p. 813), p. 294; bakery law amended (C. 454, p. 738), p. 297; safety law for places of public amusement amended (C. 745, p. 1316), p. 297; safety law for places of public assembly amended (C. 885, p. 1709), p. 297; issuance of age certificates for certain minors authorized (C. 572, p. 871), p. 307.

Social Insurance: time limits extended in certain maritime injury cases (C. 392, p. 631), p. 308; workmen's compensation law amended (C. 46, p. 46, C. 566, p. 861, C. 567, p. 861, C. 568, p. 863, and C. 572, p. 871), p. 307; payment of certain workmen's compensation awards to public institutions authorized (C. 571, p. 870), p. 307; state fund expense limit raised (C. 334, p. 573), p. 308; New York City retirement law amended (C. 69, p. 74, and C. 142, p. 169), p. 318; reimbursement of pension fund required (C. 100, p. 126), p. 319; examination of pension funds required (C. 443, p. 703), p. 319; state employees' retirement law amended (C. 592, p. 892, and C. 705, p. 1255), p. 319; retirement law extended to towns (C. 708, p. 1270), p. 319; federal maternity act accepted (C. 843, p. 1499), p. 322.

Administration: bureau of women in industry created (C. 607, p. 916), p. 331; factory inspectors graded (C. 884, p. 1708), p. 331; state fund expense limit increased (C. 334, p. 573), p. 308; superintendent of insurance directed to supervise pension funds (C. 443, p. 703),

p. 319; enforcement of act regulating places of public amusement amended (C. 745, p. 1316), p. 297; extra appropriations for labor department (C. 55, p. 62), p. 331; regular appropriations for labor department and for vocational rehabilitation (C. 225, p. 291), p. 331; labor department appropriations altered (C. 450, p. 715), p. 331; appropriation to cover wage increases (C. 881, p. 1702), p. 332.

NORTH CAROLINA

Miscellaneous: appointment of special police officers for manufacturing companies authorized (C. 23, p. 214), p. 270.
Individual Bargaining: wage protection laws for certain public employees amended (C. 100, p. 273, and C. 160, p. 457), p. 275.
Employment: employment bureau for deaf persons created (C. 122, p. 300), p. 287.
Safety and Health: factory fire escape law amended (C. 149, p. 446), p. 291; regulation of safety and sanitation of buildings authorized (C. 250, p. 272), p. 297.
Social Insurance: federal maternity act accepted (C. 163, p. 466), p. 322; insurance of city employees authorized (C. 20, p. 212), p. 324.
Administration: employment bureau for deaf created in labor department (C. 122, p. 300), p. 287; appropriations for public employment service, for rehabilitation work, and for maternity care (C. 163, p. 466), p. 332.

NORTH DAKOTA

(Page references apply to popular edition.)

Minimum Wage: board of administration empowered to fix minimum wages for certain minors (S. B. 177, p. 126), p. 298.
Hours: women's hour law amended (S. B. 363, p. 153), p. 282; children's hour law amended (S. B. 177, p. 126), p. 298.
Safety and Health: child labor law generally amended (S. B. 177, p. 126), p. 297; coal mining code amended (S. B. 386, p. 140), p. 292; enforcement of bakery law altered (S. B. 335, p. 343), p. 298.
Social Insurance: liability of aircraft owners for injury to employees determined (S. B. 64, p. 27), p. 302; workmen's compensation act amended (H. B. 149, p. 305, H. B. 151, p. 85, H. B. 153, p. 287, and H. B. 215, p. 239), p. 308; local government officials required to make certain reports to workmen's compensation bureau (H. B. 148, p. 85, H. B. 150, p. 287, and H. B. 152, p. 85), p. 308; annual audit of workmen's compensation bureau required (H. B. 310, p. 108), p. 308; workmen's compensation awards exempted from income tax (S. B. 21, p. 196), p. 308; federal maternity act accepted (S. B. 56, p. 142), p. 322.
Administration: extensive powers granted board of administration under education and child labor laws (S. B. 172, p. 41, and S. B. 177, p. 126), p. 332; provisions for examination of mine foremen altered (S. B. 386, p. 140), p. 292; enforcement of bakery law altered (S. B. 335, p. 343), p. 332; local government officials directed to supply certain data to workmen's compensation bureau (H. B. 148, p. 85, H. B. 150, p. 287, and H. B. 152, p. 85), p. 308; annual audit of workmen's compensation bureau required (H. B. 310, p. 108), p. 308; maternity care appropriations (S. B. 56, p. 114), p. 322; appropriations for department of agriculture and labor and for industrial commission (S. B. 86, p. 248), p. 332; appropriations for minimum wage department (H. B. 94, p. 281), p. 332; appropriations for rehabilitation work (S. B. 103, p. 242), p. 332; appropriations for mine inspection (S. B. 158, p. 258), p. 332; appropriations and salary increase for commissioner of immigration (S. B. 197, p. 330), p. 332.

OHIO

- Individual Bargaining*: assignments of wages limited (H. B. 597, p. 209); p. 275.
- Minimum Wage*: committee on minimum wage legislation created (S. J. R. 13, p. 640), p. 280.
- Safety and Health*: sanitary wiping rags required (H. B. 625, p. 314), p. 291; construction of certain locomotives regulated (S. B. 163, p. 142), p. 294; board of building standards created and safety and sanitation of buildings regulated (H. B. 539, p. 350), p. 298.
- Social Insurance*: state constitution amended to cancel open liability under workmen's compensation law (H. J. R. 40, p. 631), p. 308; workmen's compensation law amended (H. B. 476, p. 264, and H. B. 591, p. 224), p. 309; federal maternity act accepted (H. B. 583, p. 331), p. 322.
- Administration*: board of building standards created (H. B. 539, p. 350), p. 298; commission on minimum wage created (S. J. R. 13, p. 640), p. 280; appropriations for department of industrial relations, for rehabilitation work, for workmen's compensation insurance for state employees, and for maternity care (H. B. 622, p. 487), p. 332.

OKLAHOMA

- Individual Bargaining*: mechanics' lien law amended (C. 54, p. 97), p. 275; lien created for unpaid workmen's compensation awards (C. 61, p. 118), p. 309.
- Safety and Health*: regulation of safety and sanitation of buildings authorized (C. 178, p. 301), p. 298.
- Social Insurance*: constitutional amendment on workmen's compensation submitted and defeated (C. 249, p. 444), p. 309; workmen's compensation act amended (C. 61, p. 118), p. 309; federal maternity act accepted (C. 38, p. 51), p. 322; industrial insurance policies regulated (C. 60, p. 113), p. 324.
- Administration*: appropriations for industrial commission, for department of labor, for mine inspection, for mining board (C. 49, p. 60), p. 333; fees for inspection of factories and boilers authorized (C. 49, p. 60), p. 333; deficiency appropriation for mining board (C. 131, p. 216), p. 333; appropriations for maternity care (C. 168, p. 270), p. 333.

OKLAHOMA

(Special session.)

No labor legislation.

OREGON

- Individual Bargaining*: farm laborers' lien law amended (C. 16, p. 24), p. 275; wage protection law for certain public employees amended (C. 24, p. 32), p. 275; enforcement of certain liens provided for (C. 125, p. 182), p. 275; mechanics' lien law amended (C. 132, p. 191), p. 275; wage exemption law amended (C. 204, p. 293), p. 275; citizenship made a qualification for state employment (C. 121, p. 178), p. 276.
- Hours*: hours regulated in lumber industry (C. 122, p. 179), p. 283; inter-state conference on hour legislation for lumbering industry proposed (H. C. R. 4, p. 508), p. 283.
- Safety and Health*: employment of certain minors in dance halls forbidden (C. 17, p. 25), p. 290; school attendance law amended (C. 1, p. 9), p. 299; sanitary law for food factories amended (C. 166, p. 238), p. 299.
- Social Insurance*: basis of state's contribution to accident fund altered (C. 256, p. 363), p. 310; federal vocational rehabilitation act accepted (C. 137, p. 196), p. 315; appropriation to match federal maternity funds (C. 238, p. 334), p. 322.

Administration: basis of state's contribution to state fund altered (C. 256, p. 363), p. 310; appropriations for industrial welfare commission (C. 236, p. 331), p. 333; appropriations for board of conciliation (C. 255, p. 362), p. 333; appropriations for maternity care (C. 238, p. 334), p. 322; appropriation for rehabilitation (C. 137, p. 196), p. 315.

PENNSYLVANIA

Miscellaneous: bribery of employees of another forbidden (No. 398, p. 977), p. 270; children's code commission created (No. 411, p. 994), p. 270.

Collective Bargaining: membership rights of trade unions protected (No. 404, p. 984), p. 277.

Hours: hours and vacations of certain state employees regulated (No. 274, p. 498), pp. 281 and 284.

Employment: private employment agency law amended (No. 193, p. 298), p. 286.

Safety and Health: fees for mine foremen's certificates increased (No. 248, p. 456), p. 293; examining boards appointed for certain bituminous mine employees (No. 266, p. 481), p. 293; mine record books sold (No. 249, p. 457), p. 293; dry cleaning and dyeing plants regulated (No. 114, p. 151), p. 299; boiler inspection act amended (No. 297-B, p. 751), p. 299; elevator safety law amended (No. 298-B, p. 756), p. 299.

Social Insurance: workmen's compensation act amended (No. 29, p. 48, and No. 432, p. 1060), p. 310; audit of state fund required (No. 291, p. 698), p. 310; old age pension law for all citizens enacted (No. 141, p. 189), p. 319; state employees' retirement law amended (No. 231, p. 436), p. 319; new state employees' retirement act passed (No. 331, p. 858), p. 319; city employees' retirement act amended (No. 104, p. 137), p. 319; public school employees' retirement act amended (No. 347, p. 902, and No. 366, p. 935), p. 319; federal maternity act accepted (No. 255, p. 467), p. 322.

Administration: labor department reorganized (No. 274, p. 498), p. 333; additional inspectors authorized (No. 142, p. 196), p. 333; local steam engine inspection discontinued (No. 148, p. 202), p. 333; powers of labor commissioner extended (No. 193, p. 298, No. 297-B, p. 751, No. 298-B, p. 756, and No. 314, p. 802), p. 333; department of mines reorganized (No. 274, p. 498), p. 333; old age assistance commission created and appropriations made therefor (No. 141, p. 189), p. 319; state employees' retirement board created and appropriations made therefor (No. 331, p. 858), p. 319; mine examining board created (No. 266, p. 481), p. 293; audit of state fund required (No. 291, p. 698), p. 310; disposal of certain fees provided for (No. 248, p. 456, No. 249, p. 457, and No. 266, p. 481), p. 293.

PHILIPPINE ISLANDS

(Special session.)
No labor legislation.

PORTO RICO

Miscellaneous: laborers indemnified for forced evacuation of homes (J. R. No. 25, p. 726), p. 270.

Individual Bargaining: wage collection law extended (No. 12, p. 188), p. 275.

Collective Bargaining: public employment service required to notify applicants of existing labor disputes (No. 51, p. 378), p. 279.

Minimum Wage: salaries of government employees restored (No. 1, p. 164), p. 280; minimum wage created for employees on public contract work (No. 11, p. 186), p. 281.

Hours: Eight hour law for public contract work amended (No. 11, p. 186), p. 281; holiday pay provided for certain public employees (No. 54, p. 390), p. 284.

Employment: public employment service created (No. 51, p. 378), p. 287.

Safety and Health: building safety law amended (No. 25, p. 224), p. 299.

Administration: public employment service created (No. 51, p. 378), p. 287; appropriations for bureau of labor, for workmen's relief commission, and for workmen's relief trust fund (No. 50, p. 272), p. 334; appropriation for salary investigation commission (No. 1, p. 164), p. 280.

PORTO RICO

(Special session.)

Individual Bargaining: lien laws amended (No. 12, p. 36), p. 275.

Collective Bargaining: industrial disputes act amended (No. 4, p. 14), p. 279.

Social Insurance: civil service employees' retirement law enacted (No. 22, p. 156), p. 320.

Administration: commissioner of agriculture and labor made member of rural improvement commission (No. 21, p. 150), p. 334; pension board created (No. 22, p. 156), p. 320.

RHODE ISLAND

Safety and Health: child labor laws amended (C. 2367, p. 173), p. 291; sanitary law for bakeries amended (C. 2331, p. 76), p. 299.

Social Insurance: commission created to report on revision of workmen's compensation law (H. 954, substitute A, not included in session law volume), p. 315; retirement law enacted for Providence employees (C. 2374, p. 196), p. 320; workmen's compensation awards modified by disability benefits allowed under retirement act (C. 2374, p. 196), p. 320.

Administration: retirement board created (C. 2374, p. 196), p. 320; board of health authorized to extend list of prohibited occupations for minors (C. 2367, p. 173), p. 291; appropriations for rehabilitation, for physical examination of children before employment, for labor department, for public employment offices, for factory inspection, for labor commissioner and for boiler inspection (C. 2350, p. 116), p. 334.

SOUTH CAROLINA

Individual Bargaining: wages of certain minors protected (No. 148, p. 221), p. 272; lien created for carriers (No. 79, p. 123), p. 275.

Employment: Marlboro highway commissioners authorized to employ free labor and chaingang men together (No. 27, p. 55), p. 288; unqualified right to hire and discharge certain laborers vested in Union county engineer (No. 94, p. 136), p. 288; Colleton county highway commissioners authorized to maintain labor gangs (No. 142, p. 197), p. 288.

Safety and Health: jurisdiction in certain child labor cases vested in juvenile courts (No. 148, p. 207), p. 290.

Social Insurance: federal maternity act accepted (No. 162, p. 241), p. 322.

Administration: jurisdiction in certain child labor cases altered (No. 148, p. 207), p. 290; maternity act appropriations (No. 162, p. 241), p. 322.

SOUTH DAKOTA

Miscellaneous: membership and duties of child welfare commission altered (C. 122, p. 105), p. 270.

Individual Bargaining: craftsman's lien created (C. 217, p. 213), p. 275.

Minimum Wage: minimum wage law enacted for women and girls (C. 309, p. 329), p. 280.

- Hours*: state board of finance empowered to fix hours of state employees (C. 278, p. 270), p. 288; women's and children's hour law amended (C. 308, p. 328), p. 283.
- Employment*: state board of finance empowered to supervise employment of state employees (C. 278, p. 270), p. 288.
- Safety and Health*: exception made in child labor law (C. 308, p. 328), p. 283.
- Social Insurance*: workmen's compensation law amended (C. 210, p. 200, C. 310, p. 330, C. 311, p. 331, C. 312, p. 332, and C. 313, p. 332), p. 310; federal maternity act accepted (C. 279, p. 272), p. 322.
- Administration*: new duties vested in industrial commission under minimum wage law (C. 309, p. 329), p. 280; appropriations for immigration commissioner, for industrial commissioner and his deputy, for mine inspector, for rehabilitation, and for compensation claims of state employees (C. 16, p. 27), p. 334; appropriations for maternity care (C. 279, p. 272), p. 323.

TENNESSEE

- Individual Bargaining*: wage protection law for public works' employees amended (C. 121, p. 445), p. 275.
- Hours*: vacations allowed public employees (C. 7, p. 8), p. 284.
- Safety and Health*: labor commissioner authorized to require safeguards (C. 7, p. 8), p. 335.
- Social Insurance*: liability of aircraft owners for injury to employees is determined (C. 30, p. 105), p. 302; workmen's compensation act amended (C. 84, p. 307), p. 310; federal rehabilitation act acceptance repealed (C. 74, p. 195), p. 315; federal maternity act accepted (C. 65, p. 167), p. 323.
- Administration*: labor department created (C. 7, p. 8), p. 334; inspection fees no longer required (C. 89, p. 333), p. 335; appropriations for labor department (C. 15, p. 59), p. 335; appropriations for maternity care (C. 74, p. 195), p. 335.

TEXAS

- Collective Bargaining*: employment agencies required to notify applicants of existing labor disputes (C. 41, p. 75), 286.
- Employment*: laws regulating private employment agencies amended (C. 41, p. 75), p. 286.
- Safety and Health*: fire escape requirements for places of employment amended (C. 170, p. 361), p. 291; compulsory education law amended (C. 121, p. 255), p. 299.
- Social Insurance*: workmen's compensation law amended (C. 177, p. 384), p. 310; workmen's compensation rates regulated (C. 182, p. 408), p. 311; federal maternity act accepted (C. 35, p. 68), p. 323.
- Administration*: salaries of industrial accident board members increased (C. 177, p. 384), p. 311; insurance commissioner directed to fix workmen's compensation rates (C. 182, p. 408), p. 311.

TEXAS

- (First called session.)
No labor legislation.

TEXAS

- (Second called session.)
Employment: private employment agency law amended (C. 42, p. 93), p. 286.

TEXAS

- (Third called session.)
Hours: vacations allowed certain public employees (C. 28, p. 279), p. 284.

Administration: appropriations for maternity care, for bureau of labor statistics, for industrial accident board, and for mining board (C. 28, p. 235), p. 335; emergency appropriation for industrial accident board (C. 27, p. 231), p. 335.

UTAH

Individual Bargaining: aliens excluded from holding certain positions in coal mines (C. 10, p. 17), p. 293.

Collective Bargaining: "labor insurance" exempted from rebate law (C. 70, p. 141), p. 311; certain forms of picketing prohibited (C. 93, p. 175), p. 279.

Safety and Health: aliens excluded from holding certain positions in coal mines (C. 10, p. 17), p. 293.

Social Insurance: annual audit of state fund required (C. 44, p. 87), p. 311; workmen's compensation rates further regulated (C. 64, p. 130), p. 311; state fund and "labor insurance" exempted from rebate law (C. 70, p. 141), p. 311; federal maternity act accepted (C. 26, p. 40), p. 323.

Administration: industrial commission directed to cooperate with board of health in enforcement of certain sanitary laws (C. 61, p. 126), p. 335; annual audit of state insurance fund required (C. 44, p. 87), p. 311; appropriations for industrial commission, for insurance of state employees, and for maternity care (C. 108, p. 190), p. 335.

VERMONT

Collective Bargaining: powers of board of arbitration and conciliation transferred (No. 8, p. 218), p. 335; appropriation for railroad strike emergency (No. 28, p. 36), p. 335.

Safety and Health: caboose car construction and equipment regulated (No. 94, p. 100), p. 295; fire escape law amended (No. 121, p. 122), p. 335.

Social Insurance: workmen's compensation law amended (No. 105, p. 108, and No. 106, p. 109), p. 311; accident compensation allowed members of national guard (No. 112, p. 115), p. 311.

Administration: commissioner of industries subordinated to public service commission and granted certain additional powers (No. 8, p. 218, p. 335; enforcement provisions of fire escape law amended (No. 121, p. 122), p. 335; appropriations for commissioner of industries and for railroad strike emergency (No. 28, p. 36), p. 335.

VIRGINIA

(Special session.)

Social Insurance: workmen's compensation law amended (C. 22, p. 25), p. 312.

WASHINGTON

Miscellaneous: sale of stock to employees authorized (C. 110, p. 293), p. 270.

Individual Bargaining: loggers' lien law extended (C. 10, p. 11), p. 276.

Safety and Health: passage of constitutional amendment permitting federal regulation of child labor urged (H. J. M. 1, p. 657), p. 299.

Social Insurance: encouraging certain damage suits forbidden (C. 156, p. 501), p. 302; workmen's compensation law amended (C. 136, p. 373), p. 312; compensation allowed certain police officers (C. 128, p. 348), p. 312; federal maternity act accepted (C. 127, p. 346), p. 323.

Administration: appropriations for director of labor and industry (C. 50, p. 151), p. 335; appropriations for maternity care (C. 127, p. 346), p. 323.

WEST VIRGINIA

Session law volume not available. Advance information indicates enactment of following laws:

Employment: creation of additional employment bureau authorized (C. 49), p. 288.

Social Insurance: workmen's compensation law amended (C. 58), p. 313; payment of hospitals authorized in compensation cases (C. 2), p. 313; maternity act accepted (reference not available), p. 323.

Administration: number of factory inspectors increased (C. 48), p. 336.

WISCONSIN

Miscellaneous: defense of certain city employees authorized (C. 269, p. 457), p. 271; section references of various laws renumbered (C. 449, p. 1009), p. 271.

Individual Bargaining: lien law for certain public employees amended (C. 167, p. 345), p. 276; preference granted citizens for certain employment (C. 76, p. 69), p. 288; apprenticeship law amended (C. 314, p. 519), p. 277.

Collective Bargaining: certain forms of picketing permitted (C. 55, p. 52), p. 279; law restricting injunctions in trades disputes amended (C. 208, p. 387), p. 279; repeal of Esch-Cummins law urged (J. R. No. 35, p. 1053), p. 279.

Hours: hours and night work of women in hotels restricted (C. 117, p. 220), p. 283; women's hours and night work schedule amended (C. 185, p. 360, and C. 449, p. 1009), p. 283; vacations and overtime pay authorized for certain city employees (C. 279, p. 472), p. 284.

Employment: employment agency law extended (C. 142, p. 244), p. 287; public works planned for periods of unemployment (C. 76, p. 69), p. 288.

Safety and Health: employment of diseased persons in certain places forbidden (C. 112, p. 205), p. 290; construction and equipment of engines regulated (C. 56, p. 53, C. 137, p. 239, C. 139, p. 241, and C. 154, p. 330), p. 295; cleaning and dyeing establishments regulated (C. 434, p. 818), p. 299; obsolete section of child labor law repealed (C. 409, p. 698), p. 300; constitutional amendment to permit federal control of child labor urged (J. R. No. 8, p. 1025), p. 300; sections of bakery law renumbered (C. 152, p. 315), p. 300; sections of sanitary laws renumbered (C. 448, p. 893), p. 300.

Social Insurance: workmen's compensation law amended (C. 328, p. 549, C. 437, p. 828, and C. 278, p. 471), p. 313; federal maternity act accepted (C. 145, p. 247), p. 323; appropriations for maternity care (C. 97, p. 96, and C. 399, p. 687), p. 323; sick leave pay for certain city employees authorized (C. 279, p. 472), p. 284.

Administration: board of control granted new powers under public works law (C. 76, p. 69), p. 288; power of industrial commission to regulate hours in hotels restricted (C. 117, p. 220), p. 283; industrial commission granted powers under law regulating dry cleaning establishments (C. 434, p. 818), p. 299; investigation of duplication of inspection work authorized (C. 257, p. 446), p. 336; appropriations for board of conciliation (C. 41, p. 43), p. 336; appropriations for rehabilitation work (C. 239, p. 432), p. 336; appropriations for maternity care (C. 97, p. 96, and C. 399, p. 687), p. 323.

WYOMING

Individual Bargaining: wage payment law amended (C. 36, p. 48), p. 272; powers of commissioner of immigration transferred (C. 100, p. 186), p. 336.

Hours: women's hour law amended (C. 62, p. 82), p. 283; children's hours further regulated and night work and seven day labor prohibited (C. 48, p. 57), p. 300.

Safety and Health: child labor laws greatly extended (C. 48, p. 57), p. 300; shot inspectors required in certain mines (C. 61, p. 81), p. 293; bath houses required in certain mines (C. 63, p. 84), p. 293; compulsory school age raised (C. 42, p. 51), p. 300; regulation of safety and sanitation of buildings authorized (C. 78, p. 132), p. 300.

Social Insurance: workmen's compensation act amended (C. 60, p. 75), p. 314; rehabilitation law amended (C. 24, p. 37), p. 315; federal maternity act accepted (C. 32, p. 45), p. 323.

Administration: child labor commission created and certain other officers directed to assist in child labor law enforcement (C. 48, p. 57), p. 300; inspectors for collection of state fund premiums authorized (C. 60, p. 75), p. 314; mine inspectors' powers increased (C. 61, p. 81), p. 293; district attorneys and attorney general directed to enforce women's hour law (C. 62, p. 82), p. 283; board of immigration and immigration commissioner abolished (C. 100, p. 186), p. 336; salary increases and appropriations for commissioner of labor statistics and for coal mine inspectors, and appropriations for board of examiners for coal mine inspectors (C. 115, p. 205), p. 336; appropriations for rehabilitation work (C. 39, p. 50), p. 336.

WYOMING

(Special session.)

No labor legislation.

UNITED STATES

(No labor legislation enacted at third session of 67th Congress.)

UNITED STATES

Miscellaneous: public employees classified and graded (Public 516, 67th Congress, 4th session), p. 271.

Individual Bargaining: continuance of certain aliens in the United States authorized (Public Resolution 78, 67th Congress, 4th session), p. 276.

Minimum Wage: bonus granted certain public employees (Public 544, 67th Congress, 4th session), p. 280.

Hours: holiday pay granted certain public employees (Public Resolution 99, 67th Congress, 4th session), p. 284.

Social Insurance: payments on certain workmen's compensation awards continued (Public 537, 67th Congress, 4th session), p. 314; maternity act appropriations (Public 380, 67th Congress, 4th session), p. 336.

Administration: secretary of labor is authorized to permit continuance of certain aliens in the country (Public Resolution 78, 67th Congress, 4th session), p. 276; personnel classification board created (Public 516, 67th Congress, 4th session), p. 271; regular appropriations for relief and protection of American seamen (Public 377, 67th Congress, 4th session), p. 336; regular appropriation for department of labor, including maternity act appropriation (Public 380, 67th Congress, 4th session), p. 336; deficiency appropriations for relief and protection of American seamen and for labor department (Public 385, 67th Congress, 4th session), p. 336; regular appropriations for bureau of pensions and for bureau of mines, and authorization of cooperative health work in mines (Public 395, 67th Congress, 4th session), p. 337; regular appropriations for employees' compensation commission, for safety work on railroads, for railroad labor board, and for rehabilitation, and transfer of authority over labor department buildings (Public 409, 67th Congress, 4th session), p. 337; regular appropriations for District of Columbia minimum wage board, for District of Columbia employees' pension fund, and for enforcement of employment laws (Public 457, 67th Congress, 4th session), p. 337; coal commission act amended and appropriations increased (Public 499, 67th Congress, 4th session), p. 337; deficiency and supplemental appropriations for employees' compensation commission, for coal commission, for labor department, for relief and protection of American seamen, for bureau of mines, and for rehabilitation work (Public 543, 67th Congress, 4th session), p. 337; appropriations to pay bonuses (Public 544, 67th Congress, 4th session), p. 280.

